GROUP Scaglia 1838

INDEVA

INTELLIGENT DEVICES FOR HANDLING

Sustainability Report 2023



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Sustainability Report 2023



methodological note

Scaglia INDEVA, in order to highlight its commitment to sustainability, which has always characterised its business, has chosen to draw up, for the second year and on a voluntary basis, its own Sustainability Report to complement the economic report for the year 2023.

In this Sustainability Report, the materiality analysis has been carried out in continuity with what was done last year, but has been adapted to the **"GRI Sustainability Reporting Standards"** 2021, according to the latest update of the same which came into force in January 2023.
This analysis involves determining the impacts (positive and negative, current and potential) generated by the company and its supply chain on the economy, the environment and people.

Anticipating the requirements of the new **European Directive 2022/2464 (CSRD-Corporate Sustainability Reporting Directive)**, a Dual Materiality analysis was conducted in this report, integrating the assessment of 'Inside-Out' impacts according to GRI2021 standards, with the 'Outside-In' perspective required by the CSRD Directive

This document can be found in the Sustainability section of the website www.indevagroup.com

Letter
to Stakeholders

Dear Stakeholders,
As you know, since the last financial year 2022, our company has started to report on its business and economic activities by putting it under the indispensable spotlight of sustainability.
I am now pleased to present to you the **Scaglia INDEVA Sustainability Report**, prepared according to GRI2021 standards and in compliance with the European Directive 2022/2464 - Corporate Sustainability Reporting Directive (CSRD).

In this way, Scaglia INDEVA intends to deepen its sustainability journey in order to identify and assess risks and opportunities related to environmental, social and governance issues in greater depth and to evaluate their consequences on its stability, growth and financial performance.

This report is therefore a report on the recent effort of data organisation and transparency conducted by the company to increasingly integrate sustainability considerations into the strategic and decision-making process.

We are convinced that this commitment of ours now translates and will increasingly translate over time into a new, important step of transparency towards all stakeholders who, being better informed about the company's activities, will be able to be more aware in their own decisions and involvement in Scaglia INDEVA.

Once again this year, we have put all our efforts into contributing to the ambitious and unavoidable goals that the UN Agenda 2030 proposes to us, working to consolidate the results achieved in previous years and setting new and more ambitious targets; always with economic sustainability as our guiding principle, without which nothing would be possible.

We have worked and conducted our activities in continuous dialogue and harmony with our stakeholders and relying on our people, who are the indispensable assets of our company and who are the protagonists of this sustainable development. Together with them we have been able to realise our projects and will be able to face future challenges in the best possible way.

Stefano Scaglia
Managing Director
Scaglia INDEVA SpA

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SCAGLIA INDEVA









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IDENTITY SCAGLIA GROUP AND SCAGLIA INDEVA SPA

Scaglia INDEVA was born from activities started by Domenico Scaglia in Brembilla, a small town in the mountains of the Brembana Valley (Bergamo) in 1838.
From the original activity of manufacturing wooden accessories for textile machinery, over the years, in addition to Scaglia Indeva, numerous activities and as many companies operating in various industrial sectors have developed into what is now a multinational Group with over 1100 employees worldwide.
The original spirit and values still animate the Group's companies today, which continue to have strong ties with the territory in which they maintain their roots, even though today they operate in a worldwide perspective.




SCAGLIA GROUP | SCAGLIA INDEVA SPA

Identity

THE SCAGLIA GROUP

Scaglia INDEVA SpA is part of the Scaglia Group, a **family-controlled industrial holding** company that, starting with the original business of manufacturing accessories for textile machinery that began in 1838, now operates in four business sectors, headed by four parent companies.

THE SCAGLIA GROUP TODAY EMPLOYS MORE THAN 1100 PEOPLE WORLDWIDE

GROUP Scaglia 1838

BUSINESS UNITS

Intelligent devices for handling	Power transmission and conveying	Motion control	Textile machines accessories
			
INDEVA INTELLIGENT DEVICES FOR HANDLING	sit / a tech	SIT Automation Your partner in motion	Scaglia 1838
Industrial manipulators, AGVs and collaborative robots	Motion transmission and transport components	Inverter, plc, engines, drives	Accessories for textile machines

SCAGLIA GROUP | History



1838

01

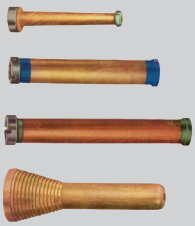
DOMENICO SCAGLIA
Button turner and wooden articles
Loc. Cadeguerino
Brembilla BG

1881

02



MARTINO SCAGLIA SOCIETÀ DI FATTO
Button turner and wooden articles
Via Valpetrosa, 6
Milan



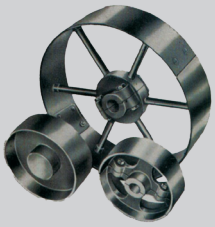
1925

03

MARTINO SCAGLIA SOCIETÀ NOME COLLETTIVO
Spool production
bobbins, spindles
Headquarters: Via P. Custodi, Milan
Plant: Brembilla BG

1967

04



SIT SOCIETÀ ITALIANA TRASMISSIONI SPA
Trade and factory of technical articles and industrial transmission components
Headquarters: Milan
Plant: Brembilla BG



2003

05

ELATECH SRL
Manufacture of polyurethane belts
Brembilla BG

2004

06



SCAGLIA INDEVA SPA
Manufacturing industrial manipulators
Brembilla BG



2014

07

SIT AUTOMATION SRL
Components and Systems for motion control
Cusago MI

Identity

SCAGLIA INDEVA SPA

Scaglia INDEVA SpA (Intelligent, Devices for Handling) was founded in 2004 with the aim of developing the material handling business started in the 1970s from a number of requests by Martino Scaglia SpA's customers in the textile sector.

Today, Scaglia INDEVA provides companies around the world with both standard and customised, state-of-the-art solutions for material handling and factory logistics.

Thanks to continuous innovation and development, from the original Liftronic® industrial manipulator the company now produces a new generation of intelligent and collaborative systems: electronically controlled industrial manipulators, self-driving vehicles and collaborative robots, components and systems for lean manufacturing.



INTELLIGENT DEVICES FOR HANDLING

vision

To be an industry leader that promotes innovations that are significant for society, international in scope, but with solid roots in its own territory to whose development we want to contribute.

mission

Providing our customers with sustainable technologies, products and systems that enable them to increase their productivity and competitiveness while improving the well-being and safety of their operators.

values

Continuous innovation and development, integrity and ethics, waste reduction through efficient resource management, are the core values of our business combined with a constant focus on our people and the area in which we operate.



History from 1975 to the present

Martino Scaglia SpA, founded in 1838 for the production of wooden spools and accessories for textile machinery, formed the nucleus from which an important industrial group with interests and activities in various sectors of **cargo handling** and **intralogistics** developed.



1975

01

MARTINO SCAGLIA SPA
First electronic balancer for textile machine loading

2000

02

LIFTRONIC EASY
Introduction of the universal electronic balancer





2001

03

SCAGLIA UK LTD
Clay Cross, Chesterfield
Derbyshire, UK

2004 02 AGOSTO

04

SCAGLIA INDEVA SPA
Brembilla - Bergamo
Separation of activities from M. Scaglia SpA and establishment of an independent company





2009

05

SCAGLIA INDEVA GMBH
New headquarters
at Wernau - Stuttgart

2010

06

LEAN SYSTEM
modular accessories
for lean manufacturing





2012

07

AGVS
autonomous driving vehicles

2013

08

SIT INDEVA (SHANGHAI) LTD
Shanghai, P.R. China





2015

09

SCAGLIA INDEVA NORDIC AB
Helsingborg
Sweden

2019

10

COBOT DOOSAN
Distribution agreement with Doosan Robotics



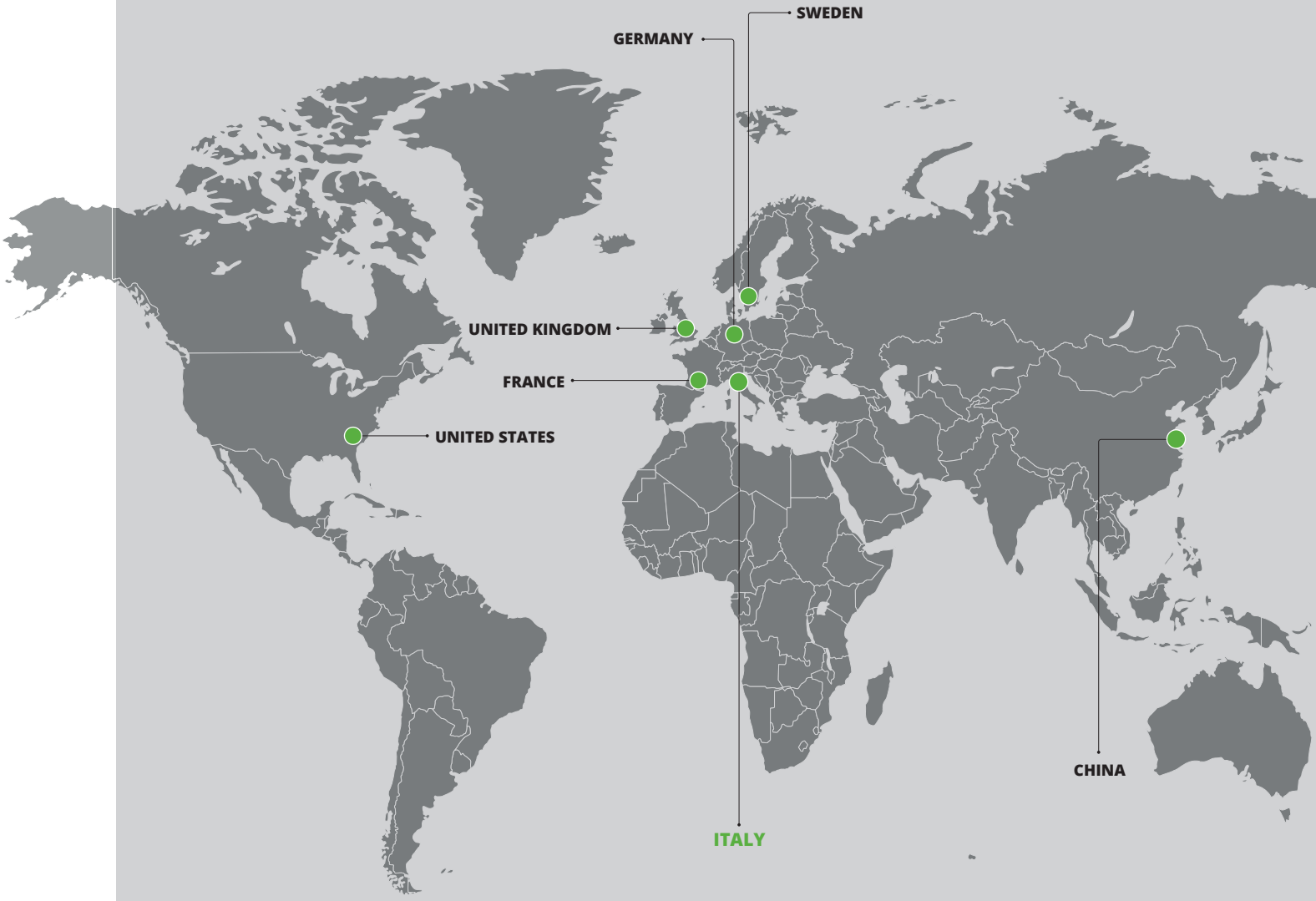
Today in the world

2 PRODUCTION PLANTS
Brembilla Bergamo
Helsingborg Svezia

6 SUBSIDIARIES and more than
45 DISTRIBUTORS
in the world

250 COLLABORATORS

48 M€
Turnover



The organisational set-up

Scaglia INDEVA SpA is controlled by a stable family shareholder structure and has a governance structure whose corporate bodies are represented by the Shareholders' Meeting, the Board of Directors and the Board of Statutory Auditors.
The audit is entrusted to an external company.
Scaglia INDEVA has a set of corporate policies and procedures that are the benchmark of its doing business and are a mandatory reference for shareholders, employees and all third parties (stakeholders) who come into contact with the Group.

Scaglia Indeva has adopted an Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, is **certified according to the main international standards**, and has obtained **sustainability ratings** that attest to its environmental and social commitment and the effectiveness of its governance structure.

QUALITY MANAGEMENT SYSTEM CERTIFICATION

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFICATION

ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATION

ECOVADIS SUSTAINABILITY RATING

Participation and contribution to association life

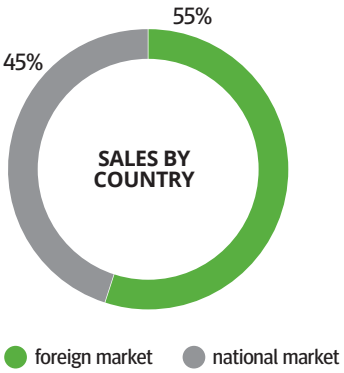
Scaglia INDEVA places great value on confrontation, openness and listening to experiences and believes in collaboration as a tool for growth and development.

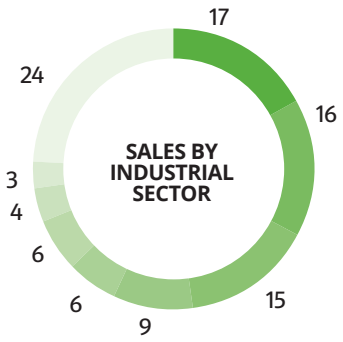
Scaglia INDEVA is a member of and **actively participates in associations, clusters, research consortia** relevant to its territory and activities**.**

Numbers

Scaglia Indeva is today an articulated company that operates both in Italy and in many countries worldwide with its own branches and distributors; it counts among its customers the main industrial companies in various sectors with which it maintains constant business relations, always operating with the aim of customer satisfaction. An objective shared by all Scaglia Indeva collaborators who form a cohesive and competent team sharing the values of doing business.

Customers



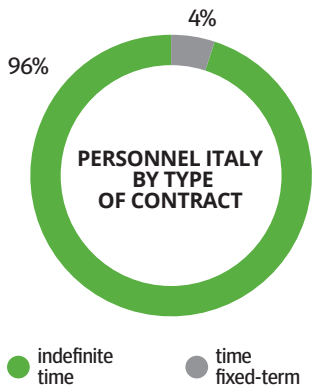


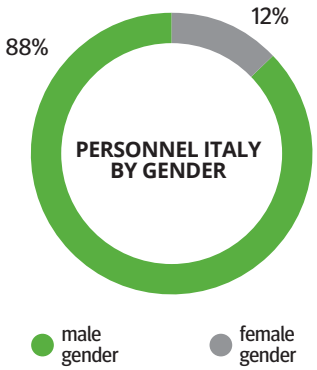


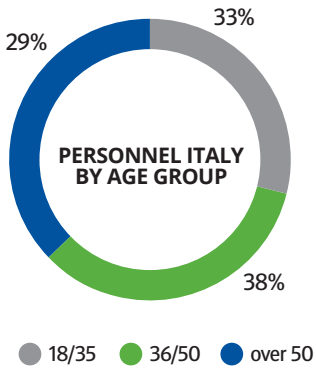
Scaglia INDEVA spa is **'Export Champion 2023'** according to Sole 24 Ore - Statista ranking (companies between 1.5mn and 500mn turnover 2021)

People

Scaglia INDEVA has **174** employees in Italy and **75** worldwide



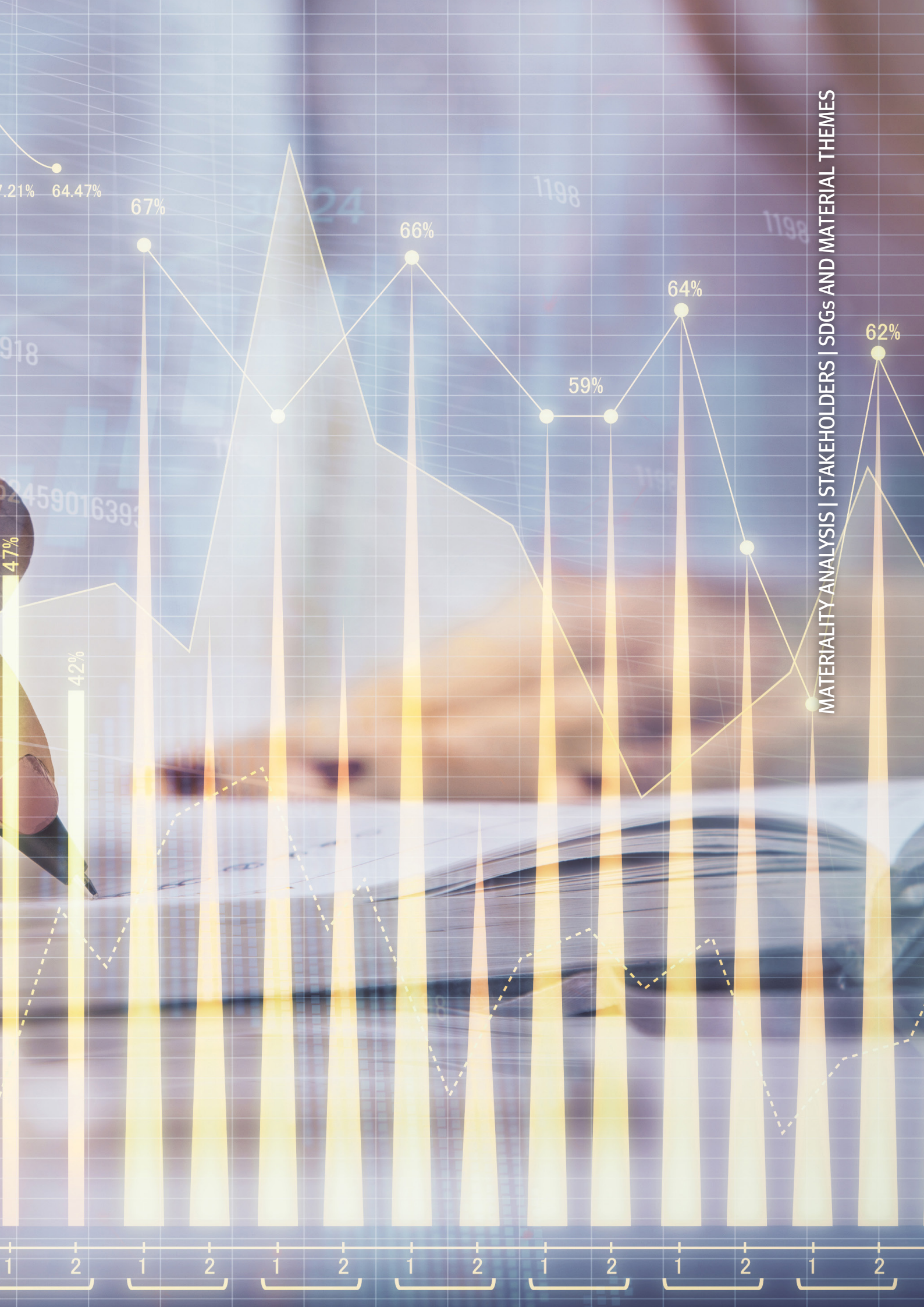




MATERIALITY ANALYSIS STAKEHOLDERS SDGs

Scaglia Indeva recognises the fundamental importance of always operating with sustainability criteria in mind for the benefit of the planet and future generations; on the other hand, Scaglia Indeva also believes that sustainability is 'sustainable' to the extent that it also makes economic sense. Keeping this balance in mind, we have promoted initiatives and activities in the interest of our stakeholders and employees, which we report on in the following according to the main standards and recognised methodology.




MATERIALITY ANALYSIS | STAKEHOLDERS | SDGs AND MATERIAL THEMES
64.47%
67%
66%
59%
64%
62%
42%

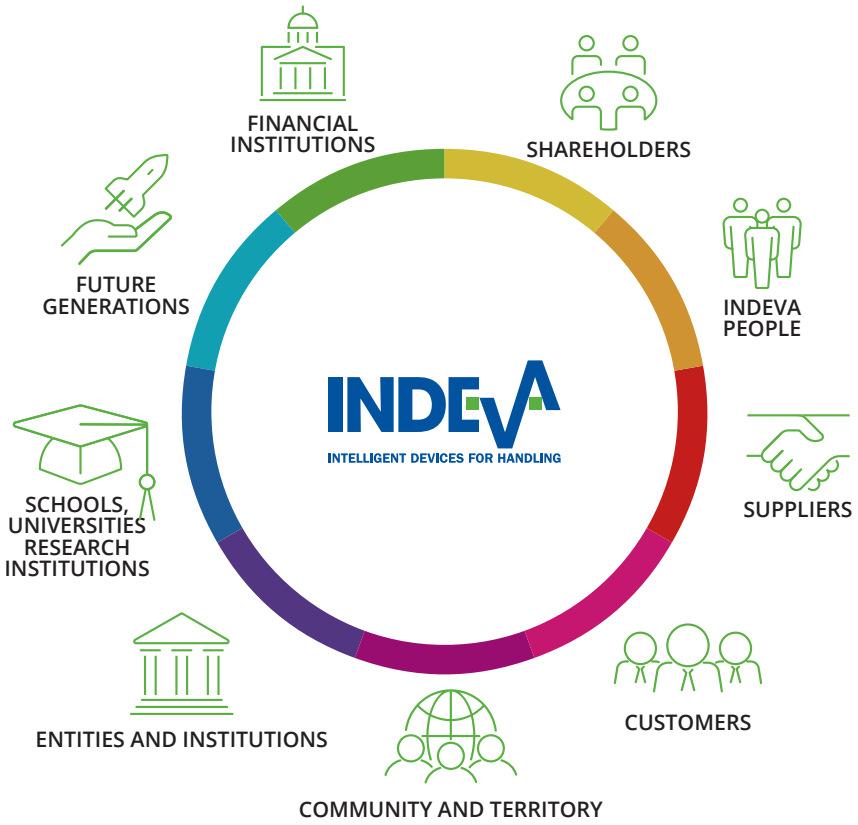
Materiality analysis

Materiality analysis is the tool used to identify significant issues for Scaglia INDEVA and its Stakeholders and to determine their relative order of importance and priority. The impact on the various dimensions of sustainability (E-Environment, S-Social, G-Governance) is then measured for each material issue.

In this Sustainability Report, the materiality analysis has been carried out in continuity with what was done last year, but has been adapted to the "GRI Sustainability Reporting Standards" 2021, according to the latest update of the same which came into force in January 2023. This analysis involves determining the impacts (positive and negative, current and potential) generated by the company and its supply chain on the economy, the environment and people.

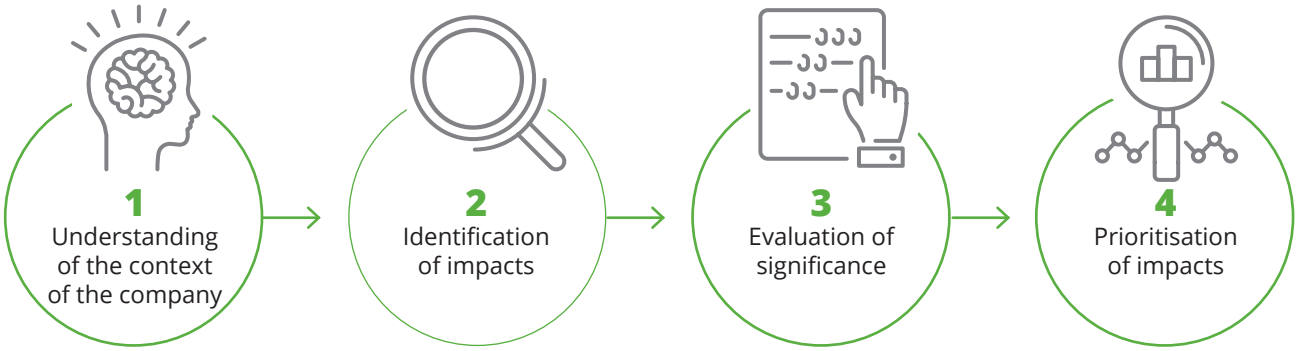
Anticipating the requirements of the new European Directive 2022/2464 (CSRD-Corporate Sustainability Reporting Directive), a **Dual materiality analysis** was conducted in this report, integrating the assessment of '**Inside-Out**' impacts according to GRI2021 standards, with the '**Outside-In**' perspective required by the CSRD Directive.

Stakeholders



Materiality analysis according to GRI2021
'Inside-Out' prospective

According to the GRI 2021 reporting standard, the process of updating the materiality analysis and the subsequent identification of material issues is structured in 4 steps:



1 Scaglia INDEVA, has, as a first step, considered its context by analysing data and information from documents of Italian and international governmental and non-governmental organisations, analyses and reports produced by companies in the sector, as well as the analysis of Scaglia INDEVA's main internal documents such as Policies, Code of Ethics, Model 231. This analysis allowed the identification of impacts, risks and opportunities related to the issues to be assessed.

2 Subsequently, starting from this context analysis and assessments of the company's activities, Scaglia INDEVA identified the actual and potential impacts, positive and negative, that its activities generate. Once the impacts were identified, their significance was determined, assessing, for actual impacts, their severity, while for potential impacts, their likelihood of occurrence was evaluated.

This phase was conducted with the involvement of top management and the CSR Committee through dedicated workshops and meetings. For this edition of the sustainability report, the stakeholder impact assessment as perceived by the company's top management was used.

3 Based on the relevance of the impacts thus identified, also considering the results obtained from the Risk Assessment activities carried out by Top Management and Quality Management, a list of the most significant impacts was then drawn up concerning the three areas Governance, Social and Environment.

4 Finally, the most significant impacts were linked to the material issues in line with GRI 2021 that guided Scaglia INDEVA in the preparation of this 2023 Report.

Material themes

GOVERNANCE

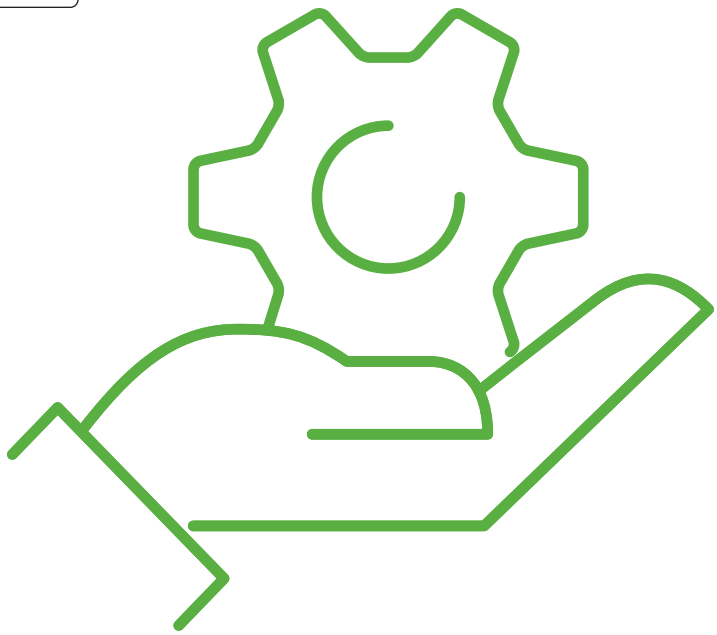
- ETHICS, INTEGRITY AND COMPLIANCE, BRAND REPUTATION (GRI 205)
- DIGITISATION, AUTOMATION AND INDUSTRY 4.0
- DATA PROTECTION AND CYBER SECURITY (GRI 418)
- EFFICIENCY AND SAFETY IN THE USE OF PRODUCTS (GRI 416)
- PRODUCT INNOVATION AND ECO-DESIGN (TRACEABLE TO GRI 416)

ENVIRONMENTAL

- MATERIAL EFFICIENCY (GRI 301)
- ENERGY CONSUMPTION AND LOW-IMPACT INFRASTRUCTURE (GRI 302)
- WASTE MANAGEMENT (GRI 306)

SOCIAL

- HEALTH AND SAFETY AT WORK (GRI 403)
- RELATIONS WITH SCHOOLS UNIVERSITIES AND RESEARCH INSTITUTES (TRACEABLE TO GRI 203)
- TRAINING AND PERFORMANCE APPRAISAL AND EMPLOYEE DEVELOPMENT (GRI 404)
- WELL-BEING OF HUMAN RESOURCES (GRI 401)
- CONTRIBUTIONS TO COMMUNITIES (GRI 203)



Impacts evaluation

ESG	Material Themes and standards GRI 2021	Positive actual impacts	Negative actual impacts	Potential positive impacts	Potential negative impacts
G	Ethics, integrity and compliance, brand reputation (GRI205)	Respect for human rights			Violation of human rights, damage to the economic system due to unfair business practices
G	Digitisation, automation and industry 4.0	Material savings, machinery efficiency			
G	Data protection and cyber security (GRI418)	Protection of the company and its stakeholders			Violation of privacy and sensitive data
G	Efficiency and Safety in Product Use (GRI416)	Increased safety for end-users			Loss of brand reputation
G/E	Product innovation and eco-design (traceable to GRI 416)	Increasingly sustainable product		Greater efficiency with less environmental impact	
E	Energy consumption and low-impact infrastructure (GRI 302)		Increased methane gas consumption, waste of non-renewable energy resources and increased costs		Reduced energy availability due to inefficient processes
E	Waste management (GRI 306)	Less land occupation, recycling			Pollution due to nonvirtuous management
E	Material Efficiency (GRI 301)	Recycling and the circular economy			
S	Health and Safety at Work (GRI403)		Accidents at work		
S	Relations with schools universities and research institutes (traceable to GRI 203-2)	Impact on employees' social growth		Increased brand reputation and more people interested in the company	
S	Training and performance appraisal and employee development (GRI404)	Development of skills and know-how: specific training activities			
S	Well-being of human resources (GRI401)	Better human relations in the company			Failure to protect workers' welfare and consequent lack of personal growth
S	Contributions to communities (GRI203-2)	Impacts on social and economic growth of local communities			Socio-economic impoverishment of local communities

Global compact and SDGs

In September 2015, more than 150 international leaders met at the United Nations to contribute to global development, promote human well-being and protect the environment. The community of states approved the Global Compact, the 2030 Agenda for Sustainable Development, identifying 17 development goals (SDGs, Sustainable Development Goals), which aim to end poverty, fight inequality and contribute to social and economic development.

In line with and with reference to the principles and strategy of the Global Compact, Scaglia INDEVA adheres to the United Nations 2030 Agenda for Sustainable Development and has promoted the **INDEVA2030 programme** within which to collect activities and projects that contribute to the achievement of the SDGs.



Correlation between Scaglia Indeva material themes and sDGs

GOVERNANCE	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		ETHICS, INTEGRITY AND COMPLIANCE	**GRI 205.** Policies and initiatives aimed at preventing the risks of corruption (abuse of power, anti-competitive behaviour, bribery, fraud, extortion, collusion and money laundering) and other behaviour contrary to the Code of Ethics, within the company or along the supply chain. Ensure regulatory compliance and adhere to certified and voluntary Management Systems.
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE		DIGITISATION, AUTOMATION AND INDUSTRY 4.0	Implementation of digital tools and technologies that can make products and business processes more efficient, optimised and interconnected, improve working conditions, promote the dematerialisation of documents.
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE		DATA PROTECTION AND CYBER SECURITY	**GRI 418.** Adoption of appropriate technologies and procedures to identify and address information security risks and ensure the protection of data, systems and information assets.
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	13 CLIMATE ACTION	PRODUCT INNOVATION AND ECO-DESIGN	**GRI 416.** Research and development initiatives aimed at reducing the environmental impacts of products (e.g. energy saving, reduction of material waste, etc.).
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	EFFICIENCY AND SAFETY IN THE USE OF PRODUCTS	**GRI 416.** Product quality and customer satisfaction surveys; information provided to customers on the correct use, maintenance, care and safe use of purchased products to encourage a prolonged service life; raising awareness of the benefits of environmentally friendly solutions.
ENVIRONMENTAL	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 13 CLIMATE ACTION	ENERGY CONSUMPTION AND LOW-IMPACT INFRASTRUCTURE	**GRI 302.** Policies and initiatives adopted by the company to optimise and reduce its energy consumption and related impacts (increasing the energy efficiency of production processes, self-producing energy from renewable sources, etc.); company policy regarding environmental standards to be adopted for the acquisition of new buildings and initiatives to upgrade existing buildings.
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		WASTE MANAGEMENT	**GRI 306.** Policies and initiatives to ensure proper waste management, reduce the amount of waste and scrap, promote reuse and recycling of end-of-life materials and the recovery of reconditioned machinery, and foster circular production systems.
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		MATERIAL EFFICIENCY	**GRI 301.** Policies and initiatives adopted by the company to decrease or streamline the consumption of raw material inputs, used to produce machinery or for packaging; use of materials from recycling (e.g. steel, aluminium) or packaging materials from recycling (e.g. plastic and paper from recycling).
SOCIAL	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH		HEALTH AND SAFETY AT WORK	**GRI 403.** The company's focus on ensuring a safe and healthy working environment for employees, collaborators and all those involved in the supply chain, with initiatives that go even beyond regulatory obligations.
	11 SUSTAINABLE CITIES AND COMMUNITIES		RELATIONS WITH SCHOOLS, UNIVERSITIES AND RESEARCH INSTITUTIONS	**GRI 203.** Training activities carried out by company staff for students in the different grades.
	4 QUALITY EDUCATION		TRAINING PERFORMANCE APPRAISAL AND EMPLOYEE DEVELOPMENT	**GRI 404.** Evaluation of personnel performance and definition of rewards or paths to increase motivation; strategies for attracting, managing and retaining highly qualified personnel.
	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH		WELFARE OF HUMAN RESOURCES	**GRI 401.** Personnel selection and management policies, actions to improve the working climate and consolidate the corporate culture; adoption of welfare and benefits measures, even beyond what is provided for in the CCNL.
	11 SUSTAINABLE CITIES AND COMMUNITIES		CONTRIBUTIONS FOR COMMUNITIES	**GRI 203.** Contributions made to the communities in which the company operates, which may come from: infrastructure investments, financial services in kind or pro bono, sponsorships, donations to associations, etc.; local stakeholder consultation and involvement initiatives.

From Impact Materiality to Dual Materiality

The European Commission on 31 July 2023 adopted the new European Sustainability Reporting Standards (ESRS) in accordance with the European Directive 2022/2464, Corporate Sustainability Reporting Directive (CSRD).

The ESRS and GRI Standards are both sustainability reporting frameworks for companies and both cover environmental, social and governance issues.

The GRI standards focus mainly on **impact materiality**, i.e. the effects of business activities on the environment and society (**Inside-Out impacts**).

ESRS, on the other hand, follows the principle of Dual Materiality, which involves integrating assessments of how the external world impacts the company ('Inside-Out' impacts) with assessments of how the external world impacts the company ('Outside-In' impacts), thus making it possible to highlight all the external conditions that may have a negative or positive impact on the company, particularly with respect to its economic and financial sustainability.
Dual materiality is therefore closely linked to the management of ESG risks that could impact the company's financial and operational performance.

Outside-In
The impact of the world on the company



Inside-Out
The impact of the company on the world

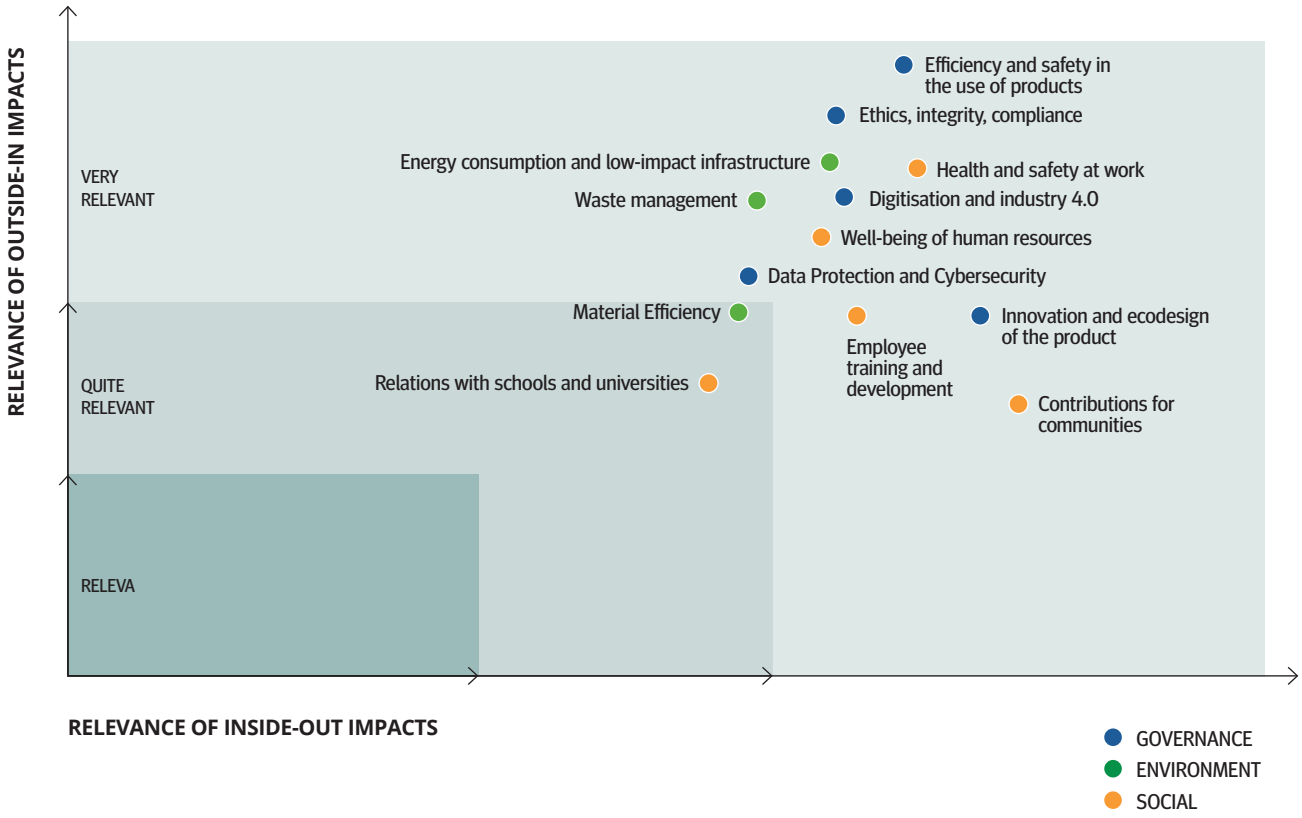
With a view to approaching the European Directive 2022/2464, Corporate Sustainability Reporting Directive (CSRD), which will come into force in 2025, Scaglia INDEVA voluntarily chose, ahead of schedule, to report on material issues according to the principle of Double Materiality.

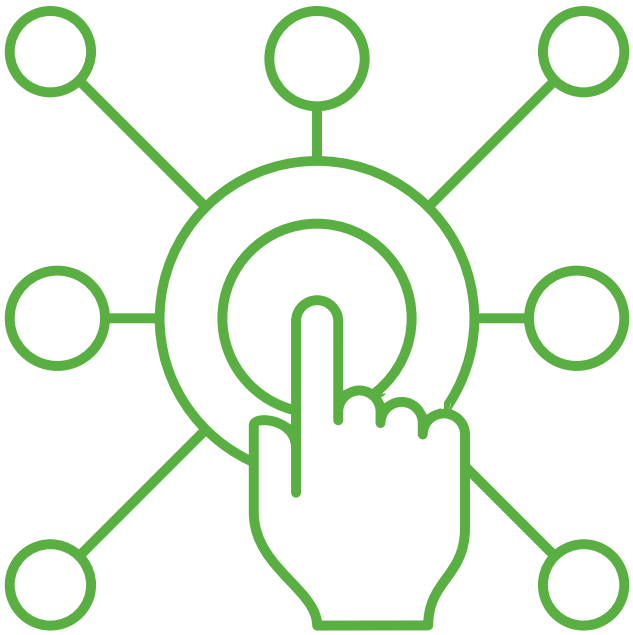
In this way, Scaglia INDEVA intends to deepen its sustainability journey in order to identify and assess in greater depth the risks and opportunities related to environmental, social and governance issues and to evaluate the consequences on its stability, growth and financial performance.

This report is therefore a report on the recent effort of data organisation and transparency conducted by the company to increasingly integrate sustainability considerations into the strategic and decision-making process.

We are convinced that this commitment of ours now translates and will increasingly translate over time into a new, important step of transparency towards all stakeholders who, being better informed about the company's activities, will be able to be more aware in their own decisions and involvement in Scaglia INDEVA.

Dual Materiality - ESRS Matrix





ESG ACTIVITIES AND PROJECTS

This section specifically discusses the priority material issues that emerged through the Dual Materiality study, grouped by ESG (Environment, Social, Governance) theme and following the guidelines of the European Sustainability Reporting Standards (ESRS).

Specifically for each material theme, we highlighted the different activitiès carried out and initiated within the INDEVA2030 programme.

These activitiès, which support and contribute to the achievement of the identified Sustainable Development Goals (SDGs), are reported in accordance with the ESRS and for each of them are described:

· **quality information** namely governance, strategy, impact and opportunity management

· **quantity information** namely the measurement of one's performance, including progress towards set targets

· **evaluation and risk assessment**

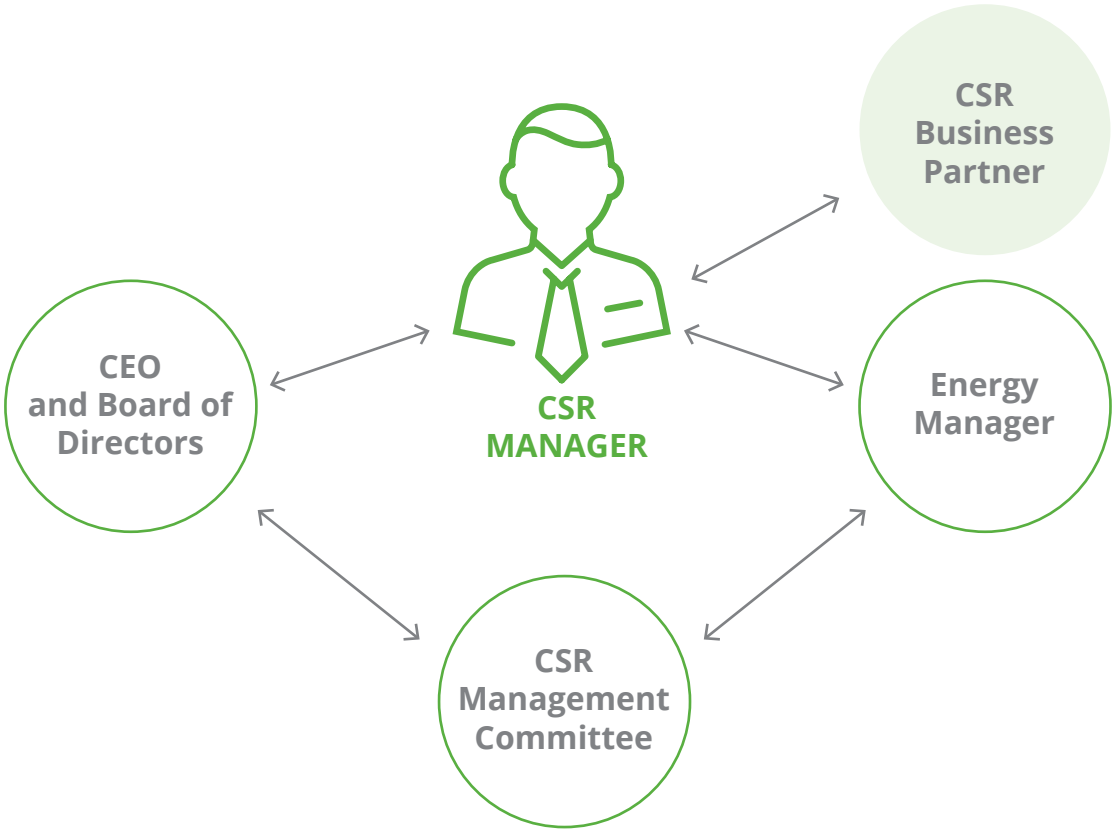



GOVERNANCE | ENVIRONMENT | SOCIAL



Scaglia INDEVA believes in transparent, ethical and responsible behaviour as a way of conducting business. This means not only complying with laws and regulations, but also considering the expectations and aspirations of the various stakeholders, in adherence
with
SDG9 (**Industry Innovation and Infrastructure**),
SDG12 (**Responsible Consumption and Production**)
SDG13 (**Acting for the climate**) and
SDG16 (**Peace, Justice, Strong Institutions**).

GOVERNANCE | Ethics, integrity, compliance and brand reputation



TASKS AND RESPONSIBILITIES OF THE SUSTAINABILITY GOVERNANCE SYSTEM

CEO and BoD: defines corporate social responsibility objectives, reconciling economic goals with the contribution the company can make to the community, the territory and all stakeholders.
CSR Management Committee: made up of the managers of the company's operating units, has the task of proposing a plan of activities and projects consistent with social responsibility objectives, approving the projects proposed by the CSR Manager and promoting and verifying their implementation in its operating units. The CSR Committee is also required to effectively supervise the stakeholder engagement process and the risks related to sustainability issues, as well as assess the draft Non-Financial Statement.
CSR Manager: is in charge of proposing, initiating and supervising the implementation of programmes and activities aimed at achieving the company's social responsibility objectives; coordinates the activities of drafting the annual Non-Financial Declaration.
Energy Manager: has the task of verifying the company's energy consumption, proposing savings and optimisation initiatives and promoting actions aimed at energy efficiency and the use of renewable sources.

In order to strengthen Scaglia Indeva's organisational structure in the field of CRS activities, the figure of **CSR Business Partner** was added in the current reporting year.
The **CSR Business Partner** has the task of working in support of the CSR Manager in coordinating the CSR Management Committee, assisting in the management of sustainability-related projects and activities, reporting and drafting the Sustainability Report

Ethics, integrity, compliance and brand reputation

Scaglia INDEVA has developed a set of tools that apply throughout the Group to ensure high ethical standards and respect for human rights.

This set of tools, consisting of **policies and procedures**, is completed by the **Organisational Model** according to Italian Law 231/2001 and the **Code of Ethics** and includes:

- ANTI-CORRUPTION CODE OF CONDUCT
- BASIC WORKING CONDITIONS CODE
- HEALTH AND SAFETY POLICY
- POLITICS AGAINST MODERN SLAVERY
- ENVIRONMENT AND ENERGY POLICY
- NON DISCRIMINATION AND DIVERSITY POLICY
- SUPPLIERS' CODE OF CONDUCT
- POLICY AGAINST CHILD LABOUR

During 2023, Scaglia INDEVA introduced a new policy: policy against child labour. This policy has been prepared with the twofold aim of better specifying the company's policy on the issue and defining the specific attentions that must be implemented when underage workers are involved in internships, internships or apprenticeships. The new policy was presented to all Scaglia INDEVA personnel through a specific written communication and was posted on the intranet.

In order to ensure compliance with the principles of conduct, Scaglia INDEVA has appointed a Supervisory Board and issued the **Whistleblowing Reporting Procedure**, whose purposè is to report violations and irregularities of its codes to the Supervisory Board, guaranteeing confidentiality and anonymity. In the year under report, there were no reports of violations of the Organisational Model DL 231/2001 nor of the policies and Code of Ethics. In addition to that of the Supervisory Board, Scaglia INDEVA's activities are supervised by the Statutory Auditors and Auditors.

Supply chain

Scaglia INDEVA's suppliers were all selected on the basis of the quality of the products supplied. Scaglia INDEVA, considering it important to combine an assessment of its suppliers' qualitative performance with an evaluation of their adherence to sustainability requirements, has prepared a supply chain audit procedure that also takes ESG parameters into account. This procedure envisages that governance aspects, including adherence to Scaglia INDEVA's supplier code of conduct, quality management system, occupational health and safety policies, and adherence to rules on environmental and social aspects, will be verified during inspection visits. Aim of 2024 to obtain data on the sustainability of Scaglia INDEVA's suppliers and be proactive for improvement actions.

GOVERNANCE | Digitisation, Automation and Industry 4.0

Scaglia INDEVA invests significantly in the growth of the IT infrastructure and digitisation of processes in order to improve efficiency and transparency towards its stakeholders.
During 2023, the digitisation path was continued by boosting new investments, particularly in the areas of Production and Service.

Completed Activities In Production
Completion of the Job Order Scheduler (MES) project, which allows effective control of the progress of jobs and better visibility to Scaglia INDEVA customers of the progress of their orders. The system can be consulted in real time by the entire sales force.

The beginning of the digitisation project of the machining department. The new system includes the integration of the design department with the factory.

The introduction of a machine to distribute PPE and consumables to employees directly in the dpartment, allowing greater efficiency and better monitoring of consumption.

Activities completed in the Service
Completion of the project to compile in digital format, on tablets, all the reports of the interventions carried out and their archiving in a dedicated software.

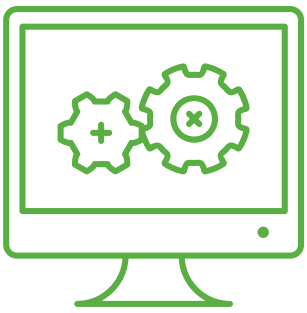
The policy adopted by the company, that no technical service report can be changed after it has been agreed and approved by the customer, guarantees transparency and traceability.

Another result achieved is the complete digitisation of the historical archive of Service activities, achieving greater efficiency in the search for reports, and achieving significant savings in paper archive space as well as in paper and toner quantifiable in about 10,000 sheets of A4 paper.

GOVERNANCE | Data Protection and Cyber Security

Scaglia INDEVA has long placed great emphasis on the protection and security of computer data. To this end, it has implemented a number of hardware and software infrastructures over the years that enable effective data protection. As technology advances, Scaglia INDEVA has implemented additional IT security systems to ensure the best possible protection.

Risk assessment
Extensive network security analyses and tests are planned for next year.



GOVERNANCE | Product Innovation and Ecodesign

Scaglia INDEVA is strongly committed to maintaining and enhancing its brand reputation through a constant effort focused on product innovation with the aim of increasing the productivity, ergonomics and safety of its customers' operators while improving the energy efficiency of the equipment it places on the market. The company offers a portfolio of products that are well suited to the different business contexts in which they are placed.
Maximum attention is paid to the needs and expectations of its customers through a personalised and attentive response to their specific needs at every stage of the project, from the identification of the best solution to installation and after-sales service.

INDEVA
INTELLIGENT DEVICES FOR HANDLING

VALUE PROPOSITION
VERSO I PROPRI
CLIENTI

MORE
COMPETITIVENESS
PRODUCTIVITY
EFFICIENCY
IMPROVED QUALITY

INCREASED WELL-BEING
OF OPERATORS
SAFETY
ERGONOMICS
HEALTH

PORTAFOGLIO PRODOTTI



INDUSTRIAL MANIPULATORS



AUTOMATED GUIDED VEHICLES - AGV



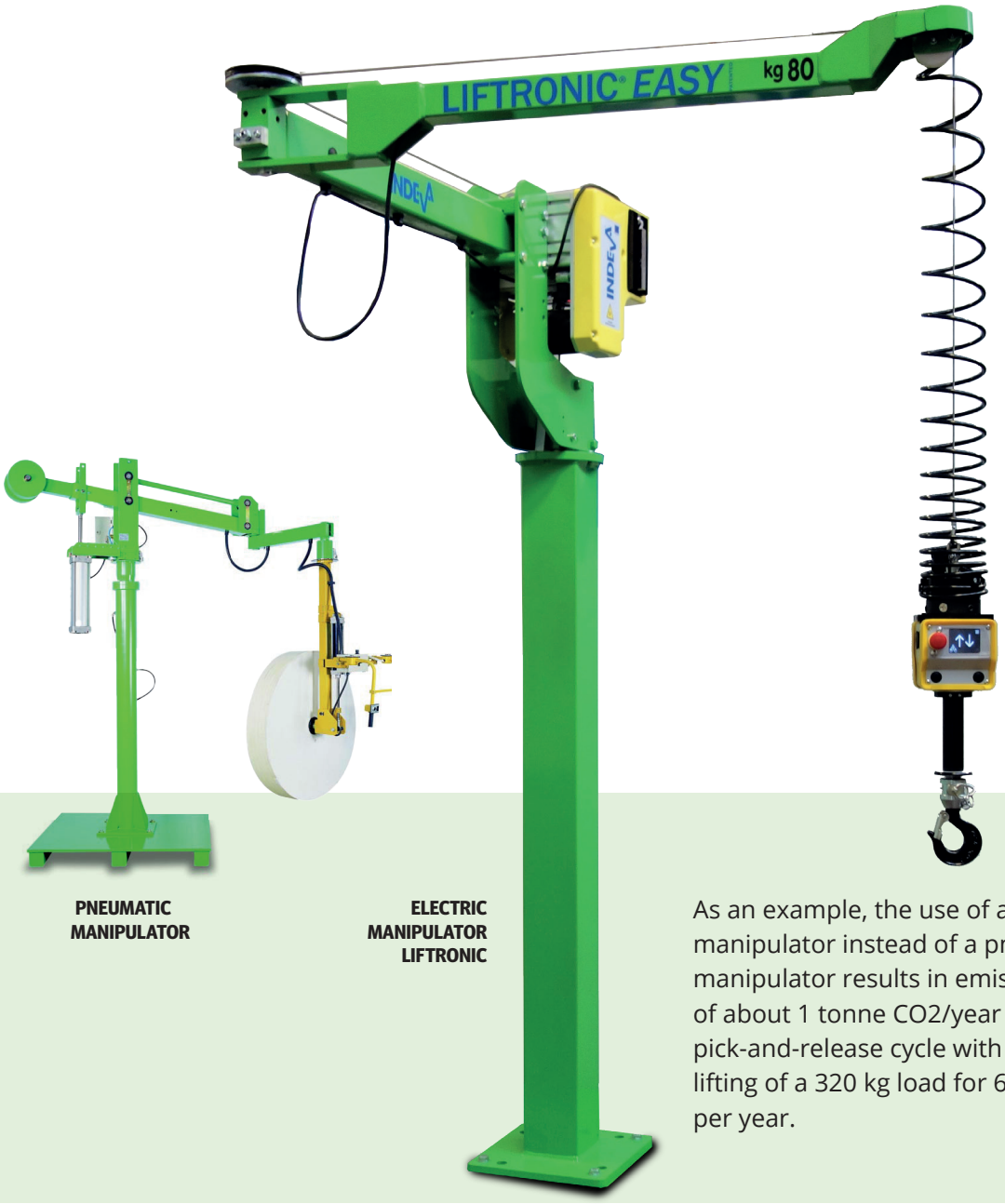
COLLABORATIVE ROBOTS COBOTS



LEAN MANUFACTURING SYSTEMS LEAN SYSTEM

Product Innovation and Ecodesign

Scaglia INDEVA is committed to developing products that are environmentally friendly and have a reduced carbon footprint.
The Liftronic® manipulator has been developed with a focus on energy consumption and allows **significant savings in greenhouse gas emissions during its use compared to conventional pneumatic manipulators.**



PNEUMATIC MANIPULATOR

ELECTRIC MANIPULATOR LIFTRONIC

As an example, the use of a Liftronic manipulator instead of a pneumatic manipulator results in emission savings of about 1 tonne CO2/year considering a pick-and-release cycle with rotation and lifting of a 320 kg load for 60,000 cycles per year.

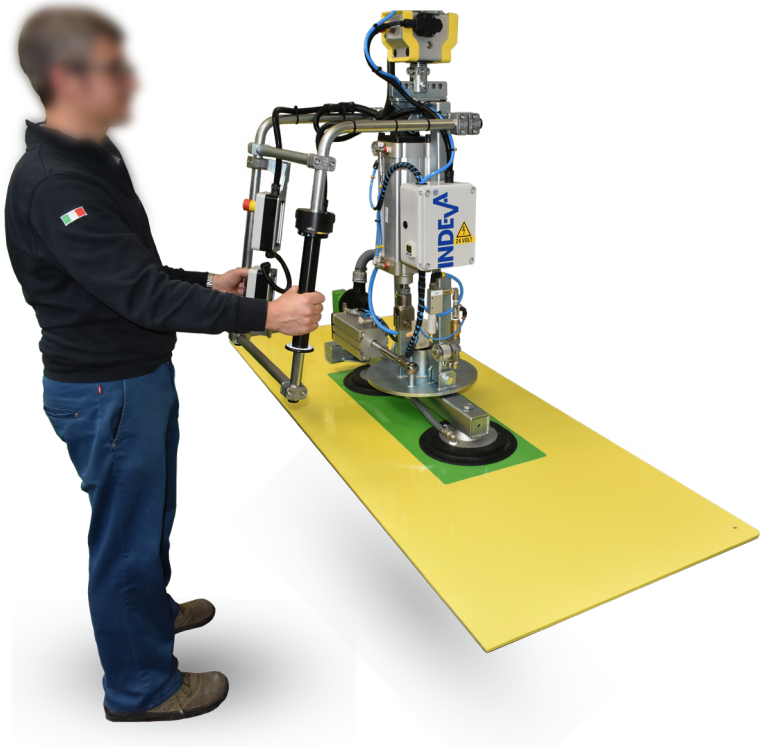
Product Innovation and Ecodesign

NEW VACUPANEL

To meet the growing demands of productivity and operator ergonomics, Scaglia INDEVA has developed the new **Vacupanel** system, a manipulator specifically designed for handling sheets of any material.







GOVERNANCE | Efficiency and Safety in the Use of Products

Scaglia Indeva has always strived to design products that are not only reliable and at the forefront of technology, but also easy, intuitive and safe to use throughout their life cycle.

Scaglia Indeva products are in fact designed with the aim of increasing the simplicity of installation operations and reducing installation time, increasing user friendliness, reducing the need for user training, and simplifying operations and maintenance time.
During the past year, we started an analysis of disassembly operations and manipulator components to increase the possibility of recycling components.

We set a target of increasing the recycling of materials and components by 20 per cent.

In order to guarantee clear and up-to-date manuals for our machines, we have introduced procedures to ensure that the manuals are immediately and correctly updated with each series chang.



ENVIRONMENT

The right to development must be realised in a way that fairly meets the environmental and developmental needs of present and future generations

Principle 3 Declaration of Rio de Janeiro,1992 ONU Conference

Scaglia INDEVA considers its development a temporal process involving present and future generations, in close continuity with each other. For this reason it is strongly committed to the protection of the environment in which it operates and has made explicit in its Environmental Policy all its commitment to achieving those goals identified by the United Nations for 2030 and in particular SDG 7 (**Clean and sustainable energy**), SDG9 (**Industry Innovation and Infrastructure**), SDG12 (**Responsible Consumption and Production**), SDG13 (**Acting for the Climate**).

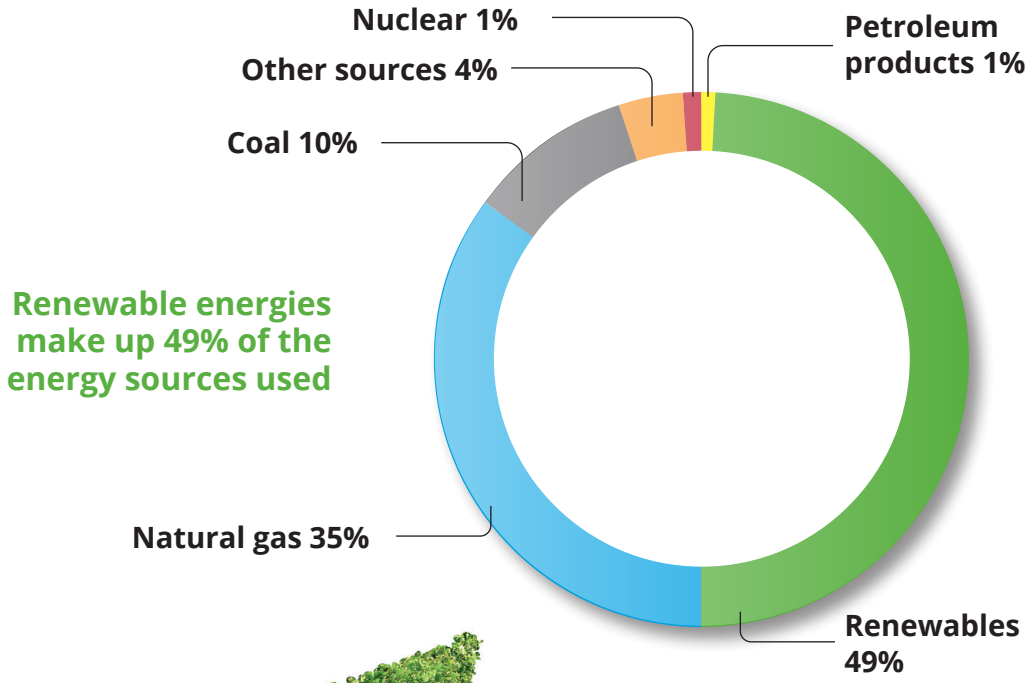
ENVIRONMENT | Energy consumption and low-impact infrastructure

Scaglia INDEVA applies an Energy Management System inspired by the ISO 50001 standard. The Energy Manager is in charge of the analysis and control of energy consumption and its optimisation.

All measures and improvement actions undertaken are coordinated by the Energy Manager and involve the heads of the various company areas. Through their collaboration, a detailed analysis of the status quo was conducted and the objectives to be achieved were set with the management. Scaglia INDEVA considers the training and involvement of its people on energy efficiency issues to be the key to achieving the objectives and the success of the actions undertaken.

The decisions taken were then shared with all employees through direct communication with their respective area managers and through the company's main communication channels.

Consumption kWh by energy source





Energy consumption and low-impact infrastructure

ELECTRICITY CONSUMPTION

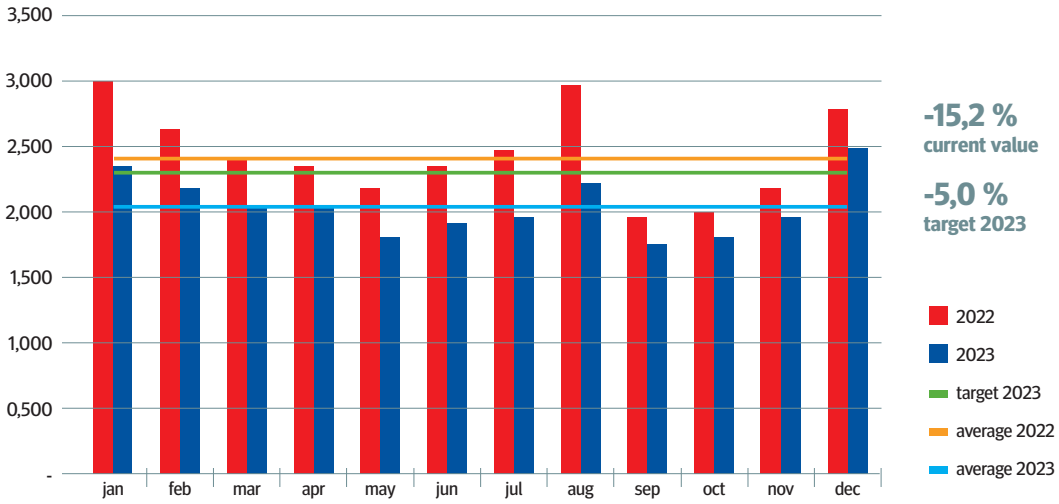
AIMING TO REDUCE ELECTRICITY CONSUMPTION:
-5% for the same number of hours worked compared to 2022.
Result achieved: -15 %
For the reduction of electricity consumption, the main measures were:

- Increased efficiency in the use of compressed air. Maintenance was carried out on the system, with the replacement of the compressor with a more efficient model. Reduced circuits were provided for continuous use.
- Better management of door openings that cause significant cold air inflow into the plant during winter periods. The air blower systems were replaced with more energy-efficient models and powered by heat recovery from the plant's heating system.
- Continued replacement of incandescent lamps with LED lamps.

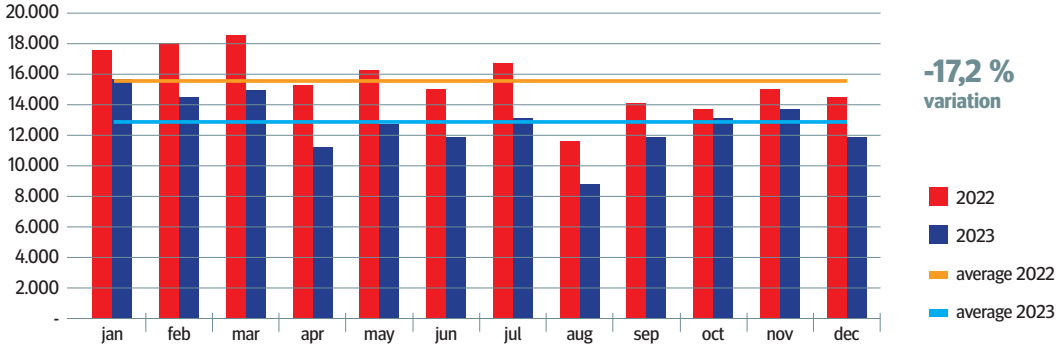
Electricity KPI

The graphs show electricity consumption in relation to hours worked and the associated co2 production

Monthly energy consumption per hours worked (kWh/hours worked)



CO2 production per electrical energy used (Kg)



Energy consumption and low-impact infrastructure

METHANE GAS CONSUMPTION

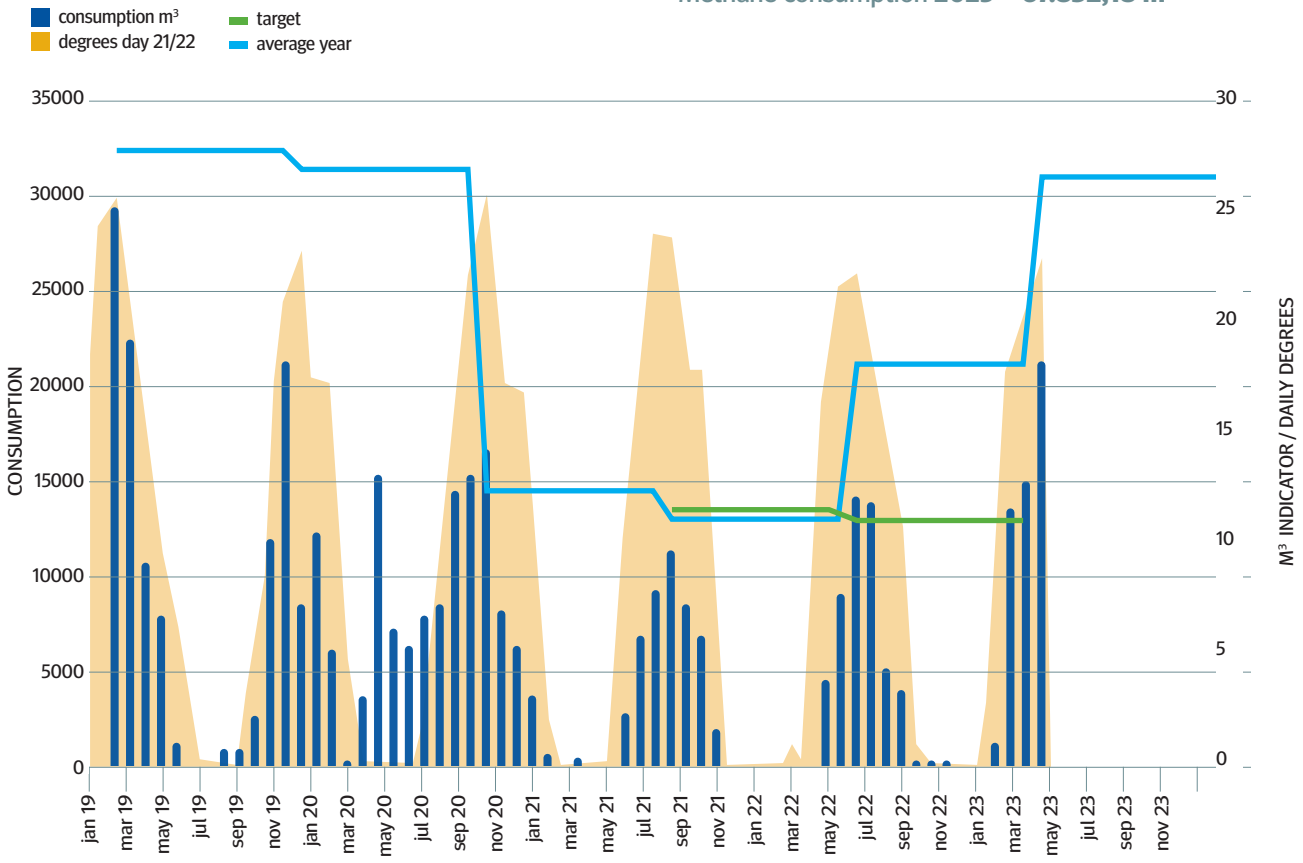
TARGET REDUCTION OF GAS CONSUMPTION FOR HEATING:
-2% at the same degree days compared to 2022
Result achieved: +31%

Following the disappointing results, analyses were conducted and measures taken to ensure a recovery of efficiency during 2024

Gas KPI

As early as 2013, Scaglia INDEVA took steps to increase the thermal insulation of the plant and has continued them over the years.
The graph here correlates degree days with m3 of methane consumed.
In 2019, a decrease in consumption can be noted due to the replacement of the boiler.
In 2021 and 2022, further thermal insulation was carried out. As can be seen, savings in 2022 exceeded the target of -8% compared to 2021.
In 2023, there was an increase in consumption compared to 2022 of 31%.

Methane consumption 2021 = **53.804 m³**
Methane consumption 2022 = **40.081 m³**
Methane consumption 2023 = **67.832,18 m³**



Energy consumption and low-impact infrastructure

CO_2 EMISSIONS

SCOPE 1
(DIRECT EMISSIONS)
Climate-altering emissions generated directly by Scaglia INDEVA: these come from plants, assets and vehicles managed directly by Scaglia INDEVA. Natural gas used for heating and fuel for the company fleet fall into this category.

FONTE EMISSIVA	TON. CO_2 EQUIVALENTI 2022	TON. CO_2 EQUIVALENTI 2023
Heating gas	78,11	125,49
Fuels	125,04	136,42
Total	**203,15**	**261,91**

SCOPE 2
(INDIRECT EMISSIONS)
Indirect emissions from electricity generation purchased by Scaglia INDEVA.
With these purchases, Scaglia INDEVA contributes indirectly to the emissions generated by energy suppliers.

GENERAZIONE DI	TON. CO_2 EQUIVALENTI 2022	TON. CO_2 EQUIVALENTI 2023
Electricity	188,86	155,26
Technical machine gases	5,37	4,75
Total	**194,23**	**160,01**

ENERGY CONSUMPTION REDUCTION TARGETS 2024

-3% FOR THE SAME HOURS WORKED
REDUCING CONSUMPTION OF ELECTRICAL ENERGY

-10% AT THE SAME DEGREE DAY
REDUCING GAS CONSUMPTION FOR HEATING

ENVIRONMENT | Waste management

The activities carried out concerned:
- the promotion of separate collection of municipal and industrial waste,
- the promotion of sustainable procurement.

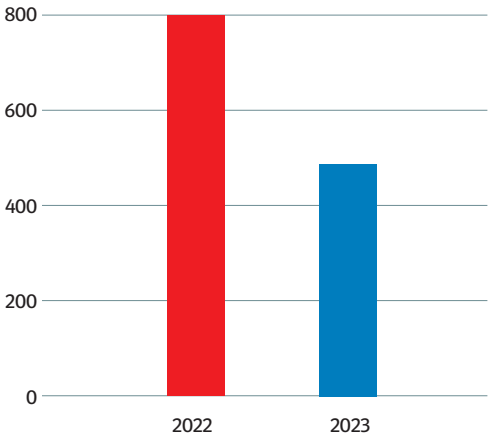
URBAN WASTE

Separate urban waste collection is carried out scrupulously in compliance with the instructions of the municipality of Val Brembilla, where the company is based. In order to obtain the maximum involvement of all people, during the reporting year the company carried out constant communication on the principles and methods of separate waste collection, also by means of specific guide signs placed throughout the plant area.
To date, the company is fully compliant with the requirements of the municipal waste collection authorities and there have never been any reports of non-compliance.

PRINTING PAPER

- The responsible use of printer paper was promoted through an awareness campaign to all employees.
- The printing of plant manuals sold on paper replaced by digital media.
- Thanks to the complete digitisation of the service reporting process, both the compilation and the sending to the customer, around 10,000 sheets of printer paper were saved in 2023, in addition to the consequent saving of printer toner.

Paper ream consumption





-37,5% PAPER REAM
USED FOR THE PRINTER COMPARED TO 2022

TARGETS 2024

- Complete elimination of the purchase order printing procedure.
- Conducting supplier surveys to verify their performance on ESG issues, in particular on waste management.

Waste management

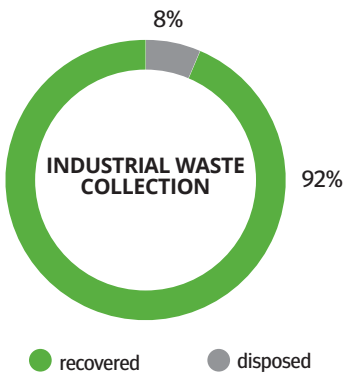


PROCEDURES AND TRAINING

During the year, the internal procedure for municipal waste management was revised and better detailed. Instructions for the disposal of municipal and industrial waste were updated and contact persons within the company were identified for possible advice.
Training of Scaglia INDEVA personnel on the procedure and instructions for waste management and proper disposal continued.

INDUSTRIAL WASTE

The graph opposite represents the KPI for the collection of industrial waste produced by Scaglia INDEVA in 2023.
Scaglia INDEVA's goal is to increase the share of industrial waste recovered or sent for recycling compared to that sent for disposal.
Industrial waste is taken back by a specialised third party for recovery or disposal of the various substances according to legal regulations.
Of the total waste produced, 92 % is recovered and recycled and 8 % is sent for disposal.



ENVIRONMENT | Material Efficiency

Scaglia INDEVA considers it important to reduce, for the same quantity of output, the consumption of inputs (materials and energy) and, as far as possible, without compromising the quality and performance of the finished product, to use materials from recycling.
To this end, a supply chain survey was initiated to obtain details on the origin of materials and to investigate with suppliers how to improve circularity performance.
For the packaging of its products, Scaglia INDEVA uses packaging made of sustainable raw materials: mainly wood and cardboard. 75 per cent of the cardboard used comes from recycled cardboard and the wood in the packaging comes from responsibly managed forests.



RECYCLED CARDBOARD

MORE SUSTAINABLE STANDS AND EXHIBITION SPACES AT TRADE FAIRS

Starting this year, Scaglia INDEVA has promoted a policy whereby stands and exhibition spaces must be constructed in a way that minimises environmental impact, both in terms of transport, products and materials used, and without the use of glues and phenolic compounds.
The materials used come from a recycling process (MDF with 50 per cent recycled wood fibre) or are sustainably certified materials (PEFC wood and Ecolabel paints). Structures and furniture are entirely reusable.





Scaglia INDEVA is a company with offices all over the world, with an international business, which over the years has always kept the value of human relations and relationships between people inside and outside the company at the forefront.

Scaglia INDEVA considers its people to be an essential part of doing business.
This is why it not only adopts and applies extremely strict and certified policies and codes of conduct, but also pays great attention to all aspects concerning the well-being of its people and the territory in which the company operates.
Scaglia INDEVA strives to create a climate within the company in which everyone's commitment and ideas can be considered, valued and in their diversity and uniqueness can contribute to the company's development. To this end, the INDEVA2030 programme promotes activities and projects that contribute to the achievement of the UN SDGs and in particular SDG3 **(Health and Welfare)**, SDG4 **(Quality Education)** and SDG8 **(Decent work and economic grouth)**, SGD11 **(Sustainable cities and communities)**.

SOCIAL | Health and Safety at Work

Health and safety are a top priority for Scaglia INDEVA.

To achieve the goal of zero accidents, Scaglia INDEVA has adopted strict procedures certified to the international ISO 45001 standard and has an organisational structure for the continuous control and improvement of workplace safety conditions.

Scaglia INDEVA's activities in this area include:

- the scrupulous application of occupational health and safety regulations and the continuous updating of internal procedures,
- continuous training of security personnel,
- regularly updated risk analysis,
- analysing the dynamics of any accidents in order to remove the causes.

Accident prevention activities continue in 2023 through the analysis of reports collected via the 'Near Miss' procedure.
Increase in the number of supervisors therefore, of personnel trained to carry out safety surveillance activities



550
HOURS OF TRAINING



1
ACCIDENTS AT WORK



SOCIAL | Relations with Schools, Universities and Research Institutes

As part of the development of sustainability projects, Scaglia INDEVA pays special attention to preparing the next generation.
For this reason, during 2023, in collaboration with a number of local high schools, the company further developed in-house work start-up courses specifically designed for secondary school students.
In particular, collaborations continued with high schools, ITS and professional schools in the Bergamo area (ITS Turoldo Mechatronics, ITS Turoldo Administration, ITS Esperia Electrotechnics, CFP Mechanics San Giovanni Bianco, Mechatronics Betty Ambiveri Presezzo, ITS IMIBERG Soc. Sociale di Bergamo) and with universities. These collaborations led to the activation for students of curricular internships, apprenticeship experiences at the company, and internships at Scaglia INDEVA's foreign branches with the granting of special scholarships.
Scaglia INDEVA's commitment to promoting research and technological innovation is also developed through collaborations with prestigious research centres and institutes.

- Activation of collaborations with University Institutes such as: Politecnico di Milano, University of Brescia, University of Bergamo, CNR-STIIMA.
- Participation in research consortia (INTELLIMECH), and in technology clusters (AFIL-Associazione Fabbrica Intelligente Lombardia).
- Funding of a scholarship for a PhD at the University of Bergamo Faculty of Engineering Department of Mechanics.



Val Brembilla, aziende in passerella: al «Career day» prova pratica per 200

L'iniziativa. Studenti anche da fuori valle nel padiglione Expo tra dimostrazioni e incontri
Un imprenditore: «Occasione utile per conoscere le opportunità del nostro territorio»

VAL BREMBILLA
MELISSA BRAKA

«Creare un ponte tra gli studenti e le aziende per valorizzare le realtà lavorative del territorio»: questo l'obiettivo, spiegato da Giulia Zanardi del gruppo «Turnà a 'ndomà» di Val Brembilla, del primo «Career Day». Ospitato ieri nel padiglione Expo, ha dato la possibilità a 200 ragazzi provenienti da istituti tecnici e professionali non solo dalla Valle Brembana ma anche da tutta la provincia oltre che dall'istituto comprensivo di Val Brembilla e Sedrina, di interfacciarsi con le realtà lavorative del territorio.
Sono state 12 le aziende ma-
...Val Brembilla, che
...ragazzi nei pro-
...Ciò

time alla «GC Carminati»: «La fine delle scuole medie e delle superiori può spaventare – ha detto –, come l'ingresso nel mondo del lavoro. Ai ragazzi di oggi voglio dire di non avere paura, di sperimentare, fare tanta pratica per poi trovare la strada adatta a loro».
Tra uno stand e l'altro gli stu-

Alla giornata proposta dal gruppo «Turnà a 'ndomà» gli stand di 14 aziende

denti hanno assistito alla dimostrazione di laboratori, alla degustazione di prodotti delle
...agricole di Marco

sul campo» ha spiegato Bono Gervasoni titolare della «GB Gervasoni». «L'esperienza formativa indirizza i ragazzi al mondo del lavoro. Giornate come queste sono fondamentali per i ragazzi delle medie e superiori che vogliono conoscere le opportunità che il nostro territorio ha da offrire» ha aggiunto Paolo Locatelli, amministratore delegato dell'azienda «Gamba Meccanica di precisione».
Tra gli studenti c'è chi ha visto nel Career Day una continuazione del percorso scolastico, come Omar Eddini che studia per diventare operatore meccanico all'Abf di Trescore Balneario. «Ho avuto la possibilità di vedere una realtà diversa da quella che studio – h...
...to invece Nic...
...te all'...

Scaglia INDEVA took part in Career Day Val Brembilla 2023, an event dedicated to students from professional institutes in the Province of Bergamo, where it presented its activities and set up a collaborative robotics laboratory.



Scaglia INDEVA took part in the PMI Day project, an initiative organised by the Small Industry Committee of Confindustria. PMI Day is an opportunity to introduce secondary school students to the world of enterprise and its opportunities through guided company visits.

SOCIAL | Training, performance appraisal and employee development

Scaglia INDEVA believes that at the basis of economic and social development there is **continuous learning** that enables the promotion of personal and professional growth of the individual and his mastery of new methods and technologies.
For this reason, Scaglia INDEVA has always promoted professional training activities inside and outside the company aimed at all its personnel.
The training courses offered are designed for the different professional fields of employees.





During 2023, a total of 2510 hours of vocational training were provided, an average of about 13 hours per employee





As every year, with a view to promoting excellence and in recognition of those who have dedicated so much of their professional lives to Scaglia INDEVA, in 2023, employees with 10, 25 and 40 years' seniority in the company were rewarded.

SOCIAL | Well-being of human resources

In 2023, the company continued to promote a health-conscious culture internally:

- Organising awareness-raising campaigns aimed at its employees on the main health and environmental issues.
- Maintaining a nutritional offer geared towards a balanced diet at their canteen and catering areas.
- Promoting and sponsoring local sports events and athletic teams.
- Entering into agreements for employees and their families at gyms and sports centres in the vicinity of the company.
- Promoting the flu vaccination campaign by offering free administration of the vaccine to its employees at its premises and during working hours.







I NOSTRI CALCIATORI

Soccer Factory 2023:
COMBATTENTI FINO ALL'ULTIMO MINUTO!

La SOCCER FACTORY organizzata dalla Comunità montana Valle Brembana, si è svolta il 3 Giugno 2023 presso lo stadio comunale A. Quarenghi di San Pellegrino Terme.
La partita ha visto scontrarsi in campo diverse squadre delle aziende della valle. La contesa per la vittoria è stata affrontata con grande entusiasmo dai nostri calciatori che, nonostante i 7 punti guadagnati durante la contesa, non sono riusciti a classificarsi tra i finalisti.
Siamo comunque orgogliosi dei nostri ragazzi che hanno combattuto come dei veri leoni in campo per farsi valere contro gli avversari!

Confidiamo di vedervi vincenti il prossimo anno!



I NOSTRI MOTO-OPERAI

Moto-operaio INDEVA:
LA TERZA EDIZIONE SU 2 RUOTE!

Un ringraziamento da parte di tutti i partecipanti all'azienda Scaglia INDEVA, che ha pagato il caffè a tutti i partecipanti durante il giro motoristico del 2 Giugno 2023.

Alla prossima!







Well-being of human resources

Scaglia INDEVA places great value on initiatives that contribute to the growth of relations between its employees and has directly supported a number of initiatives promoted by its own people that have seen the direct involvement of Scaglia INDEVA employees and their families.



In order to stimulate positive and closer relations also between INDEVA and its external collaborators in the reporting year, Scaglia INDEVA organised a Distributor Meeting at its Headquarters with distributors from all over the world, during which the ESG activities carried out were illustrated and new projects in the field of sustainability were planned.



SOCIAL | Community contributions

From the very beginning of its activity, Scaglia INDEVA has created a **strong bond with the territories** where it is present and in particular with the Val Brembana area, which was the cradle of its development.

The company has always reinforced this bond by paying attention to the needs expressed by the territory through listening to its people and trying to outline with them not only an immediate response to needs, but a path of common growth and development.

FONDAZIONE CAMILLO SCAGLIA ONLUS

Scaglia INDEVA financed through the **Camillo Scaglia Onlus Foundation** (www. fcso.it) initiatives in the areas identified as prioritiesritarie.

NEW GENERATIONS **SCHOOL, EDUCATION AND TRAINING**

SCHOOL, EDUCATION AND TRAINING

- 'S.S. Innocenti' in Val Brembilla:

- Financial support for annual expenses and the costof purchasing an adjacent building to expand the space available to the children.
- Funding Project 'Primomodo' for English courses for kindergarten children.

- Istituto Comprensivo in Val Brembilla:

- Financial support for English courses run by native speakers.
- Call for grants to finance work and study experiences abroad for young people aged between 19 and 28.

NEW GENERATIONS **SPORT ACTIVITIES**

SPORT ACTIVITIES

- ASD Nuova Brembillese calcio: financial support activities.
- ASD Atletica valle Brembana: financial support for sports event.
- ASD Polisportiva Oratorio Brembilla: economic support activities.
- ASD Pedale Brembillese: support for activities in the territory.
- Associazione Dirigenti Tecnici Sportivi – DIR: donation of a scholarship for a student from Bergamo, recently graduated from a technical institute in the province, enrolled in the first year of university and registered as a player with a football club in the province of Bergamo.

Community contributions

SOCIAL PROJECTS

For the local community

Economic support to:
- PRO LOCO of Brembilla for the theatrical event THE SCENT OF WOOD

Per la valorizzazione del territorio

Economic support to:
- Val Brembilla music corps

Per l'eliminazione delle disuguaglianze

Economic support to:
- Municipality of Val Brembilla: for the 'Shuttle to Val-Brembilla' Initiative
- Municipality of Val Brembilla: for the project aimed at creating public utility work opportunities and socio-occupational workshops for persons with disabilities
- Koinè onlus social cooperative: collaboration with the Koinè onlus social cooperative which offers mechanical assembly services employing people with disabilities. Scaglia INDEVA technicians worked with Koinè on the fine-tuning of an assembled component.

Gifts in solidarity

Cometa Association: buying solidarity gifts for the Christmas greeting campaign.



SCAGLIA INDEVA SUBSIDIARIES WORLDWIDE



SCAGLIA INDEVA SUBSIDIARIES WORLDWIDE

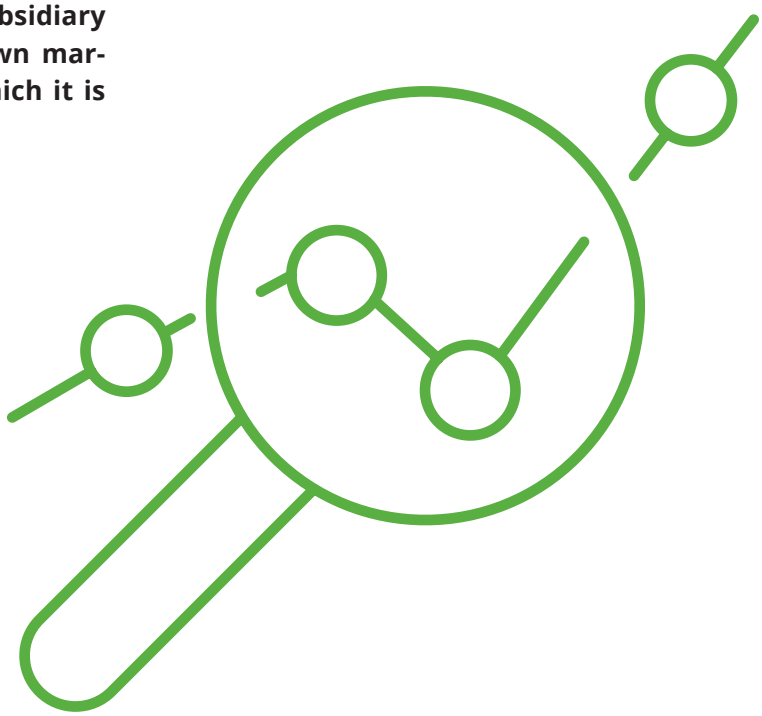
Of Scaglia INDEVA's 6 subsidiaries worldwide, only the Swedish one also has a production site, all others are sales subsidiaries with engineering and after-sales services.
In 2023, Scaglia INDEVA started a guided path for its subsidiaries on ESG issues with a view to the GRI and the new European directive.

Through the extension of the **INDEVA2030**, the company intends to offer an integrated sustainability and business model to help achieve the 17 UN Sustainable Development Goals.
Scaglia INDEVA's goal is to work jointly headquarter and branch offices on the identified material topics.

During 2023, Scaglia INDEVA carried out the following activities

- Training of all branch staff through meetings run by the CSR manager and INDEVA Commercial Director Scaglia on sustainability issues and in particular on the INDEVA2030 Project.
- Comparison of the material issues that emerged in headquarters and verification of those that can be shared and applied in the branches.

From the meetings, sustainability goals for the year 2024 emerged, which each subsidiary sets itself, taking into account its own market specificity and the country in which it is based.



ESG TARGETS SCAGLIA INDEVA 2024

GOVERNANCE



- Formal adherence to the Code of Ethics and policies adopted by head office.
- Communication of policies and the Code of Ethics to its stakeholders.
- For branches for which this is applicable: obtaining ISO 9001,14001, 45001 certification.

SOCIAL



- Training of all staff in each branch on sustainability issues, updates on current activities and targets for 2024.
- Promotion of social activities and support for the communities in which the branches operate.
- Promotion of activities with schools and relations with universities and research institutes.

ENVIRONMENT



- Strengthening the separate collection of municipal waste.
- Decreased consumption of plastic and disposable material in favour of the use of reusable material.
- Reduction of paper consumption through digitisation of archives and administrative documents.
- Containment of energy costs through the control of lighting systems, internal office temperature levels (heating and cooling systems).
- Optimising the use of company cars and rationalising their use.



Scaglia INDEVA
Italy



Scaglia INDEVA
Germany



Scaglia INDEVA
France



Scaglia INDEVA
United Kingdom



Scaglia INDEVA
Sweden



SCAGLIA INDEVA
United States



SIT INDEVA
P. R. of China

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Print
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May 2024

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INDEVA

INTELLIGENT DEVICES FOR HANDLING

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