



SUSTAINABILITY REPORT 2021





SUSTAINABILITY REPORT CRAMARO GROUP 2021

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1. Letter to stakeholders

Dear Stakeholders,

We are proud to present the 2021 Cramaro Group Sustainability Report, a first step and newly acquired knowledge towards a new approach and a new business model with the goal of creating value for future generations.

The challenges posed by the recent health emergency and subsequently the first requests from large clients convinced us more than ever of the need to accelerate the path towards sustainability.

As a Group, we decided to begin a path to integrate ESG issues in our corporate strategy, taking on a commitment to reporting and transparency.

Every company area was part of the effort along the path which led us to draft the Sustainability Report and it directly involved all the main stakeholder categories (including the international ones) in a new stakeholder engagement approach which allowed us to identify the material issues for the Cramaro Group (materiality analysis), the actions to be taken, and the indicators to monitor and report on.

The goal of our commitment is, on one hand, the continuous promotion of human resources, guaranteeing high standards of wellness, training, and occupational health and safety, and, on the other hand, environmental protection, quantifying CO₂ emissions even more precisely and reducing them, also reviewing products and processes in terms of circular economy, as well as minimising energy consumption. We must change our lifestyle and our approach to the nature around us.



Our journey towards greater social and environmental responsibility is not intended to be a short cut in order to gain an advantage in terms of reputation, but rather a structured and conscious effort to reduce costs and risks, motivate the push towards innovation, and to establish a new stimulus for our sector, strongly affected by the dynamics of sustainability.

It was the beginning of a demanding journey, because changing pace and looking at everything around us in a new light to embrace new working methods represents a revolution. It's easier to say, *"Let's just keep doing things the way we always have."* But our mission, our values, and our ethics lead us into change. We will work ambitiously to achieve significant results and with a commitment to verifying the waypoints along this journey annually.

We now know that as the Cramaro Group, we will be **ALL-WAYS AROUND** where ESG issues are concerned.

Matteo Gianazza
Cramaro Group CEO

2. Highlights

ENVIRONMENTAL



 **57%** RENEWABLE ENERGY PURCHASED

 **5.82t CO₂**
EMISSIONS AVOIDED WITH PHOTOVOLTAIC SYSTEM

SOCIAL



 **107** EMPLOYEES

95%
permanent

34%
women

66%
men

 **50%** ITALIAN EMPLOYEES EVALUATED ON PERFORMANCE

 **90%** SUPPLY MADE IN ITALY

BUSINESS AND GOVERNANCE



 **+ 25% average**
(+23% compared with the pre-pandemic condition)
2021 TURNOVER UP FOR EVERY COMPANY

 **3**
BUSINESS UNITS
(4 FROM 2022)

 **15**
PRODUCT LINES

 **10**
PATENTS

 **MATERIALITY ANALYSIS**
(all stakeholder categories directly involved, including international ones)

3. The Cramaro Group

Our mission

We stand alongside your company with advanced technology tarpaulin systems that are custom-designed for your needs and developed to maximize vehicle efficiency, safety and connectivity.

Our vision

We keep your business moving and protected.

Our values

- GROWTH**
Our innovative and efficient tarpaulin solutions help your business grow.
- TRUST**
As your partner and contact, you can count on us for personalized service and ongoing support.
- QUALITY**
Our high-quality solutions make full use of Italian excellence and the know-how of our professionals.



Our identity

We developed and patented the first tarpaulin system with a supporting structure and movement technology. Our knowledge was then extended to new applications for the trucking sector to become a leader in the design and production of tarpaulin systems for agricultural and industrial vehicles and for storage tanks. We have been challenging technology and innovation since 1995 with customized solutions developed to maximize the efficiency and safety of your vehicle, protect your business and drive your success.

Our products and services

We offer a complete and innovative range of tarpaulin systems for agricultural and industrial vehicles and for storage tanks. Each product is the result of carefully listening to the needs of the customer combined with detailed design and customization.



Our products

The strength of our company know-how together with new technologies and attention to the customer allow us to offer a complete range of innovative tarpaulin systems developed to increase the productivity and safety of the companies we serve. Our tarpaulin systems can be manually, electrically or hydraulically operated using winding or folding technology. The most suitable solution is chosen based on the specific needs and the vehicle characteristics on which the tarpaulin is to be installed.

TECHNOLOGY

PRODUCT

AREAS OF APPLICATION



FOLDING
TECHNOLOGY

CABRIOLÉ

INTERMEDIO

GALOPPINO

SCARR-LAB

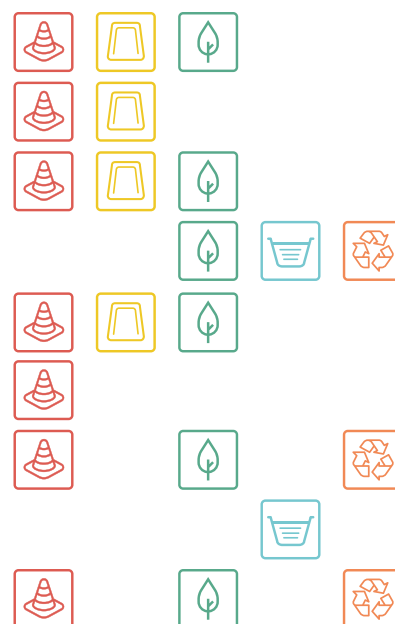
CABRIO-LIGHT

INTEGRO

RAIL-TARP

TARP-ALL

ECO-LOGIC



QUARRY / WORK SITE



THREE-WAY TIPPERS



AGRO SOLUTION



CONTAINERS



ECOLOGY

TECHNOLOGY

PRODUCT

AREAS OF APPLICATION



WINDING
TECHNOLOGY

TELL-ONE

TENDI-LIGHT

FLIP-TARP

ROLL-WING

COVER-TRUCK

OVER-QUICK



Our services

Personalized consultancy

Our sales network features a widespread presence in the area and is ready to assist clients in choosing the solution to meet their specific needs and for advice and technical questions.

Ad hoc design

In close collaboration with the sales network, our engineers study every single request and design the most suitable solution tailored to the customer's needs and the specific vehicle specifications on which the tarpaulin will be installed. Our goal is to ensure a functional and completely integrated product.

Customization

Cramaro tarpaulin systems can be customized and fitted with accessories featuring a variety of options to meet specific customer needs. Available accessories vary depending on the product and can include side flaps for a more complete seal of the tarpaulin, bows of different heights to optimize load capacity and different tarpaulin material types, including an innovative multilayer fabric for thermal insulation of the load.

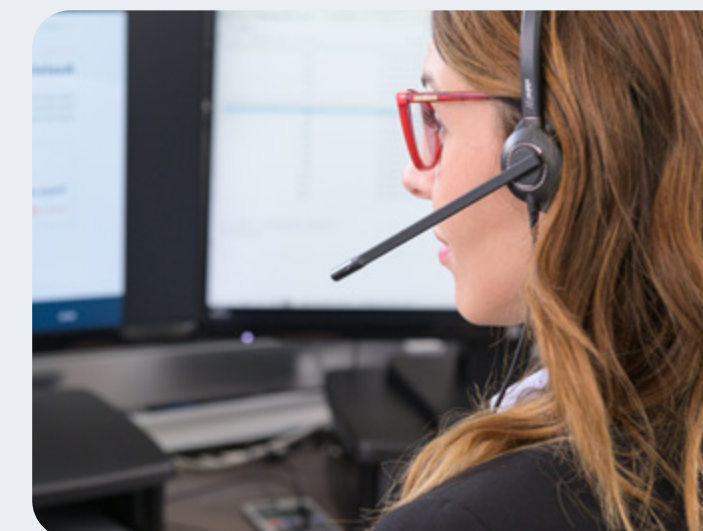
Non-stop support

Our internal team of specialized operators and Cramaro authorized service points throughout the territory ensure support that is fast and knowledgeable.

Original parts

The original Cramaro parts we guarantee for repairs and maintenance are also available at our service points. Using the product serial number, our operators are also able to view the technical specifications of the tarpaulin and recommend the best spare part.

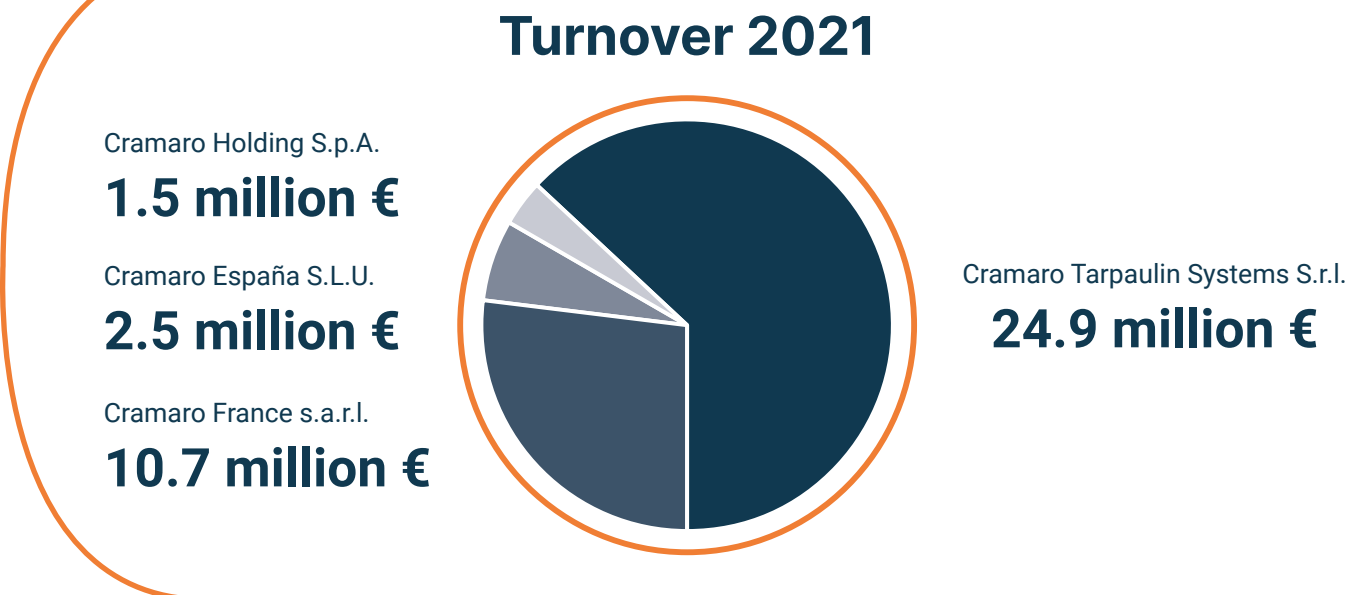
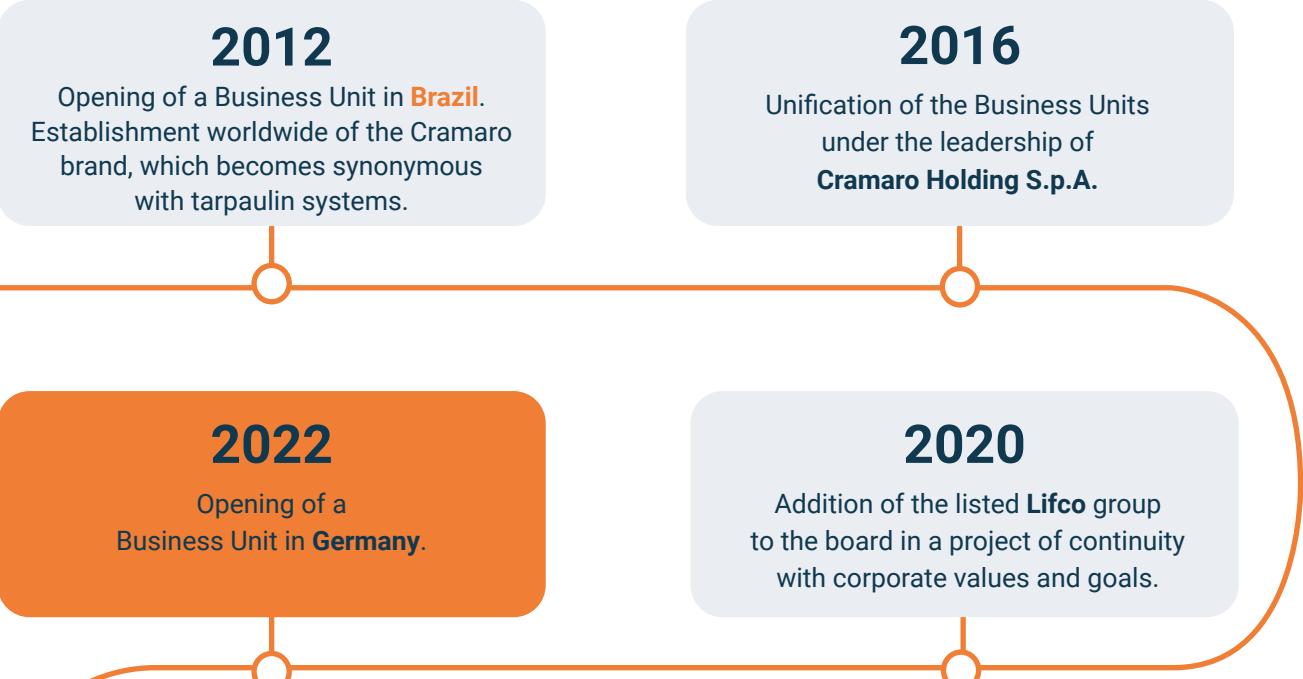
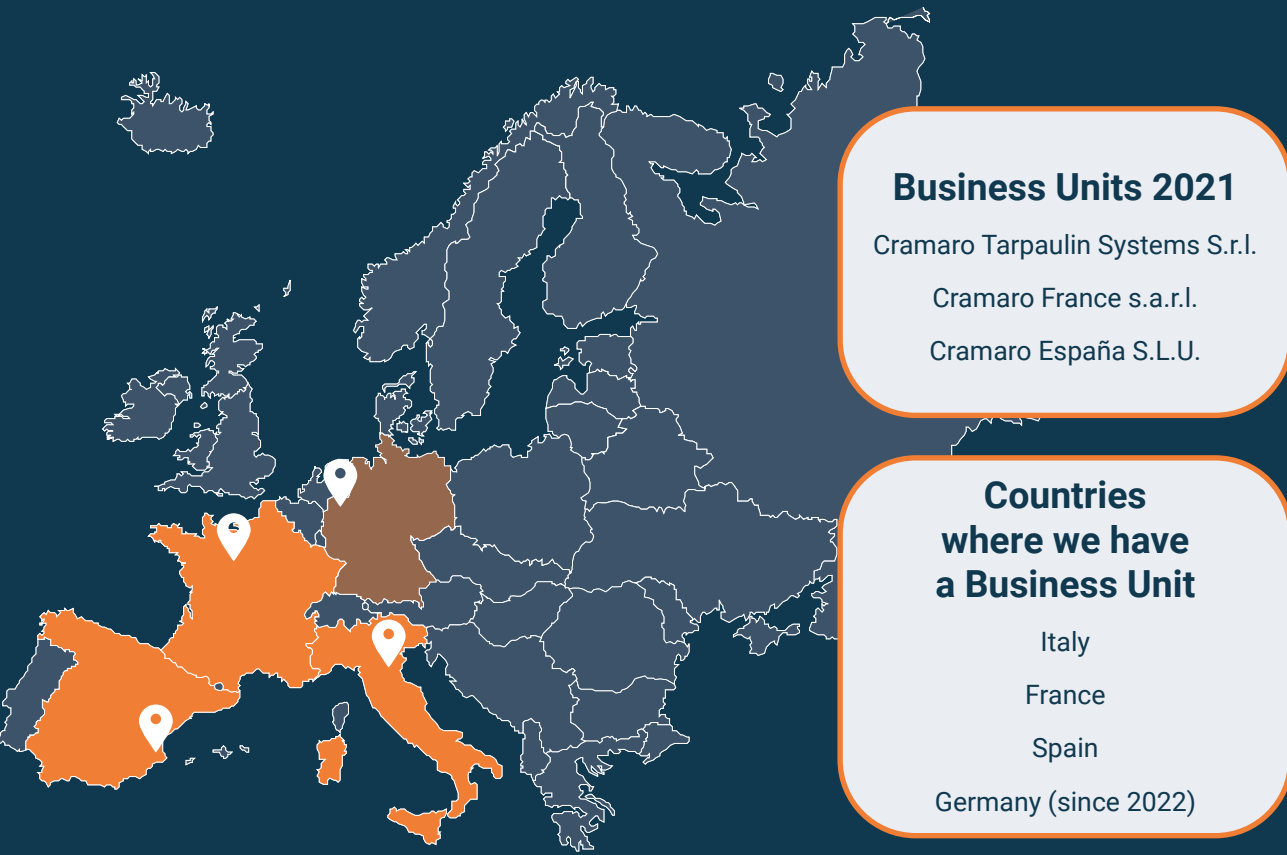
More information on [cramarogroup.com](https://www.cramarogroup.com)



The historical evolution



The Group's key figures



Number of employees 2021
107

Number of products
15

Number of patents
10

4. Ownership structure and Governance

The current structure of the Group

LIFCO

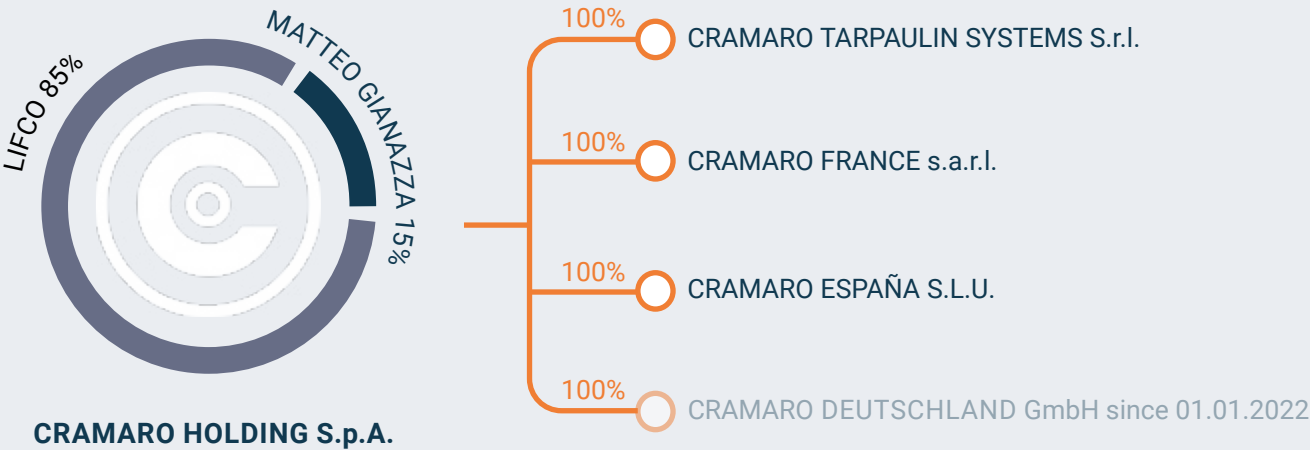
Lifco AB, a Swedish Permanent Capital fund, acquires companies which are niche market leaders with the potential to guarantee sustainable profit growth and strong cash flow. The group is listed on the Stockholm NASDAQ and has three business areas: Dental, Demolition & Tools and System Solutions.

The company has a clear corporate philosophy that implies a long-term perspective, focus on profits, and a highly decentralised organisation. Lifco has more than 190 subsidiaries operating in 31 countries, generating a turnover of over \$1.4 billion.

Lifco AB is convinced that only with an eye to sustainability is it possible to build **profitable companies in a sustainable way with motivated employees and satisfied customers**. This is why sustainability is an integral part of the Lifco business model.

In 2020, Lifco AB acquired a majority of Cramaro Holding, which joined Lifco's System Solutions business area, without intervening in the management structure of the Cramaro Group.

Cramaro Group corporate organisational chart (at 31 Dec 2021)



Governance structure

The Board of Directors heads the governance structure of the Group and is responsible for the strategic direction and supervision of the business and is comprised as follows.

Corporate bodies - Cramaro Holding S.p.A. Board of Directors

Chairman (NE) Martin Linder	Chief Executive Officer (E) Matteo Gianazza	Director (NE) Kurt Burman
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(NE) = non-executive members (E) = executive members

Selected by the Shareholders' Meeting, remains appointed until 31 Dec 2022.

The Articles of Association grants the Board of Directors the broadest powers for the ordinary and extraordinary management of the company and, in particular, it is entitled to carry out all deeds that it deems appropriate to implement and achieve corporate purposes, only excluding those which the law and the Articles of Association reserve for the Shareholders' Meeting.

The **Chairman** presides over the Shareholders' Meeting and presides over the Board of Directors and checks to ensure the implementation of the Board's deliberations.

In accordance with the Articles of Association, the **Chief Executive Officer** has the powers of ordinary and extraordinary legal representation of the company and is also granted the powers envisaged in the Articles of Association.

The main information on the Cramaro Group Board of Directors for the 2019-2021 period is indicated below.

Composition of the Board of Directors	2019	2020	2021
Number of Directors	1	3	3
Men (%)	100	100	100
Women (%)	0	0	0
< 30 years (%)	0	0	0
30 – 50 years (%)	1	2	1
> 50 years (%)	0	1	2
Executive directors (%)	1	1	1

Corporate bodies - Cramaro Holding S.p.A. Board of Auditors

Appointed by the Shareholders' Meeting until 31 Dec 2022, the Board of Auditors is tasked with overseeing operations and the corporate structure. The Board of Auditors, which is also entrusted with accounting control functions, checks observance of the law, the Articles of Association, and the correct administration methods, with particular attention to the organisational, administrative, and accounting structure. It also takes on the role of Legal Auditor.

Chairman Marco Rubini	Statutory auditors Patrizia Martello - Gino Glisenti	Substitute auditors Aldo Biani - Giovanni Glisenti
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Code of ethics, OMCM and 231

In 2020, the Cramaro Group implemented the 231 Organisation, Management and Control Model.

In the same year, the Chairman of the Supervisory Body, Gabriele Fagnano Esq., along with Camilla Cravetto Esq., both from Studio Pavesio & Associati, conducted training for the governance and the employees on staff at the time on Legislative Decree 231 and on its application in our Group. A whistle-blowing email inbox was also introduced.

This initiative was taken on in the conviction that the OMCM can constitute a valid instrument of awareness for all those who operate in the name and on behalf of the Group so that in the execution of their activities, they follow correct and linear behaviours, such to prevent committing unlawful acts and crimes.

The **Cramaro Group** intends to direct its in-house and external operations in observance of the Code of Ethics with the conviction that the company's success cannot disregard conducting ethical business.

Our Group has adopted the **LIFCO Code of Ethics** indicated in the following pages.

The Code of Ethics has been translated and distributed to the employees, the directors, and the strategic suppliers.

OUR CODE OF CONDUCT

THE LIFCO CODE OF CONDUCT SCOPE OF APPLICATION

THIS CODE

– has been set forth to emphasise the basic principles that guide Lifco's operations. – shall guide the daily business of Lifco employees in their relations with other employees, customers, suppliers and shareholders. – establishes not only that Lifco's response to international and national laws and regulations is one of compliance, but also that these laws set the minimum standards for our actions. – implies that Lifco and its employees shall act as responsible participants within the company's areas of operation in the building of a sustainable society. It therefore follows that Lifco encourages suppliers, agents, consultants and other business partners to adhere to these principles within their sphere of influence. These principles shall also be applied when assessing current and potential partners. The Code applies to the Board of Directors as well as all employees at Lifco.

The Lifco Code of Conduct and goals for sustainable development are based on the following international principles: – UN Declaration of Human Rights – UN Global Compact – ILO Principles of Rights at Work – OECD Guidelines for Multinational Enterprises.

THE LIFCO CODE OF CONDUCT

EMPLOYEES

Working environment: Lifco strives to be an attractive employer by creating a working environment based on collaboration, responsibility and openness. The well-being of employees is a high priority, and the company is committed to providing safe and healthy working conditions.

Labour rights: Employees are recruited and promoted solely on the basis of their qualifications for the job, regardless of race, religion, age, national origin, gender, sexual orientation, political opinion, union membership, marital status or disability unrelated to the task in question. Lifco does not tolerate any form of harassment or violence in the workplace, and the use of forced labour and child labour is strictly prohibited in all company operations. Further, products from suppliers and subcontractors that utilise child labour in their contracting, subcontracting or other relationships for the manufacture of their products shall not be accepted.

Compensation: Each employee shall be rewarded in a correct and fair manner in accordance with his or her individual performance and contribution to the success of the company. The wages paid for a standard working week shall at least meet the

legal or industry minimum standards and be sufficient to meet the basic needs of our employees. Labour hire agreements and apprenticeships shall not be undertaken to evade the Group's obligations to personnel under applicable laws, social security legislation and regulations.

Freedom of Association: All Lifco employees shall have the right of free association. Lifco shall respect the right of all unionised employees to bargain collectively. Lifco shall, in those situations in which the right of freedom of association and collective bargaining are restricted under law, facilitate means of independent and free association and bargaining for all such personnel.

Conflicts of interest: No employee may be involved in an activity or hold a position outside Lifco that is in conflict with the company's business interests. Such conflicts of interest could also include directorships, significant shareholdings or the employment of family members.

Employee consultation: Lifco strives to maintain good communications with each employee through company information and consultation procedures, recognising the right of organisation for employees and the right to collective bargaining and agreements.

CUSTOMERS

Customer satisfaction: Loyal, satisfied customers are the basis of our reputation. Honesty and integrity in all dealings with customers are prerequisites for profitable, long-term business relationships. Lifco will provide customers with accurate product information, and will only make commitments about our products or our company that we can live up to.

Product quality and safety: Lifco is committed to providing products and services giving consistently high value, quality and reliability. Product safety is of the utmost importance. All Lifco products and services shall comply with relevant regulatory requirements in this respect. Our commitment to customer satisfaction also includes the provision of a high standard of after-sales service and prompt attention to customer concerns.

Gifts and favours: Gifts, entertainment, compensation and personal favours may be offered to a third party only if they are modest in value and consistent with customary business practice. No gifts, entertainment or personal favours may be offered in contravention of any applicable law or code of practice. Gifts that do not meet the above criteria should be reported to management, which shall determine what measures should be taken.

SUPPLIERS

Gifts and favours: No employee should seek or accept any gift, entertainment or personal favour that might reasonably be believed to have an influence on business transactions. Gifts that do not meet the above criteria should be reported to management, which shall determine how the matter will be dealt with.

Human rights and environmental issues: Lifco will inform business partners of the company's values and business principles. We will not do business with suppliers that fail to comply with applicable laws, do not uphold basic human rights or disregard environmental issues.

SOCIETY AND THE ENVIRONMENT

Legal compliance and local customs: Lifco employees must comply with all the applicable laws and regulations of a country in which the company operates. In cases where a conflict exists between more restrictive laws and this Code's principles and values, the law shall prevail. We will respect the local traditions and customs of each country. In cases where there is a conflict between local customs and this Code's principles and values, the Code shall guide the employee's course of action.

Community involvement and contributions: Lifco strives for its business to positively and sustainably contribute to the community we operate in. The company neither supports any political parties nor makes donations of political nature.

Environmental impact: Lifco is committed to preventing or otherwise minimising and mitigating any harmful effects our operations or products have on the environment. We aim to reduce the environmental impact of products throughout their life cycles.

SHAREHOLDERS

Communication with shareholders: Lifco will provide accurate and timely information on the company's activities, performance and financial situation to all shareholders. Lifco's accounting statements will present a true and correct view of the company's financial performance.

IMPLEMENTATION

This Code of Conduct applies to all staff and all Lifco business activities, regardless of location. The Code sets out the main principles of corporate responsibility and cannot address all possible ethical dilemmas that may arise. It is intended to guide employees in how to act with integrity and good judgement at all times. Observance of the Code will be evaluated periodically at Group level. The Code will be regularly reviewed and amended as necessary.

LIFCO'S CORE VALUES

RESPECT FOR OTHERS

– In all our dealings with customers, employees and other stakeholders we must respect them as human beings of equal value regardless of rank, race, religion, age, national origin, gender, sexual orientation, political opinion, union membership, marital status or disability. Thus we have to make our best efforts to listen to and respect each individual's opinions even if we ourselves are of a different opinion.

OPENNESS

– It is of utmost importance that we create an atmosphere where people dare to be open. In achieving this we openly have to concede our mistakes. It is natural that every human being makes mistakes.

PRAGMATISM

– We should aim to make the best possible decision in every single case. The decisions should purely be based on facts and without prejudice. Further, preconceived opinions or pride should not influence decisions.

Anonymous reporting on serious deviations from our Code of Conduct: <https://report.whistleb.com/lifco>

Sustainability governance

The reflections on sustainability and the consequent decision to integrate the ESG issues into strategy, governance, policies, and processes are recent. The result is the sustainability governance which the Cramaro Group strives for, where sustainability issues are taken into consideration in all relevant corporate decisional processes.

Board of Directors

- It examines and approves **strategic, industrial and financial plans**.
- It examines and approves the **Group's annual budget** and **Industrial Plan** which integrate the main guidelines for promoting a sustainable business model and laying the foundations for creating long-term value.
- It is responsible for approving the **Sustainability Report**.

Chief Executive Office

- Responsible for **defining and implementing** the sustainable business model.
- Defines management **guidelines**.
- Promotes a low carbon model** and corporate practices that take into consideration the expectations of the various stakeholders.

Management Committee

- Supervises sustainability issues** connected with conducting company operations and the company's interaction with the stakeholders.
- Examines the **guidelines** of the Sustainability Plan and the sustainability policy **implementation methods**.
- Examines the **structure of the Sustainability Report** and the articulation of the relative contents, as well as the completeness and transparency of the advisory provided through said documents.
- Examines the **main corporate rules and procedures** which are relevant to the stakeholders.

Business Units and Corporate Functions

- Integrate the ESG factors in **their decisional and operational processes** to create long-term sustainable value.
- As a Group, it is the BoD which indicates the strategic direction, even concerning the lines of sustainability, which fall within the corporate risk assessment.
- The corporate functions and/or individual companies then integrate the ESG issues in the single business in a coordinated manner.

Management systems

Cramaro Tarpaulin Systems has certified the business processes relating to the design, manufacture and installation of tarpaulin systems for industrial vehicles according to the ISO 9001:2015 standard issued by TÜV ITALIA.

Cramaro Tarpaulin Systems S.r.l.
Via Quari Destra 71/G
37044 Cologna Veneta
(Verona) Italy



In 2020, Cramaro Tarpaulin Systems introduced an **integrated policy** with the following objectives:



attention to the customer and interested stakeholders through continuous improvement of the effectiveness of the quality management system, that is, of processes and product



improvement of occupational health and safety and the containment of company impact on the environment as an integral part of business and as a strategic commitment



prevention of contamination, accidents, injuries and occupational illnesses, the proper management of emergencies and expected incidents



compliance with applicable regulations, reference standards and prescriptions issued by authorities while promoting a relationship of **transparency, honesty and collaboration**

5. Business Model, Strategy, Risk and Opportunities

The Cramaro Group business model

We represented the Cramaro Group "integrated" business model, identifying the value chain, the main input, and the output/outcome.

The Cramaro Group's corporate organisation is described as a set of processes, activities and relationships in which the objective is to create value for their customers and to consequently increase corporate profitability.

The Cramaro Group processes are divided into:

Primary processes

The processes which, against sustaining costs, **generate value** for the clientèle and consequently generate, as a chain reaction, company proceeds:

Purchases/Inbound logistics

Operations

Outbound logistics

Sales

After-sales support

Support processes

The activities in support of the primary operations which represent the company's characteristic activity:

Infrastructure activities
(Strategy and Coordination and AFC)

R&D

Marketing and Communication

IT

The fulcrum of the organisation is comprised of its business model which:

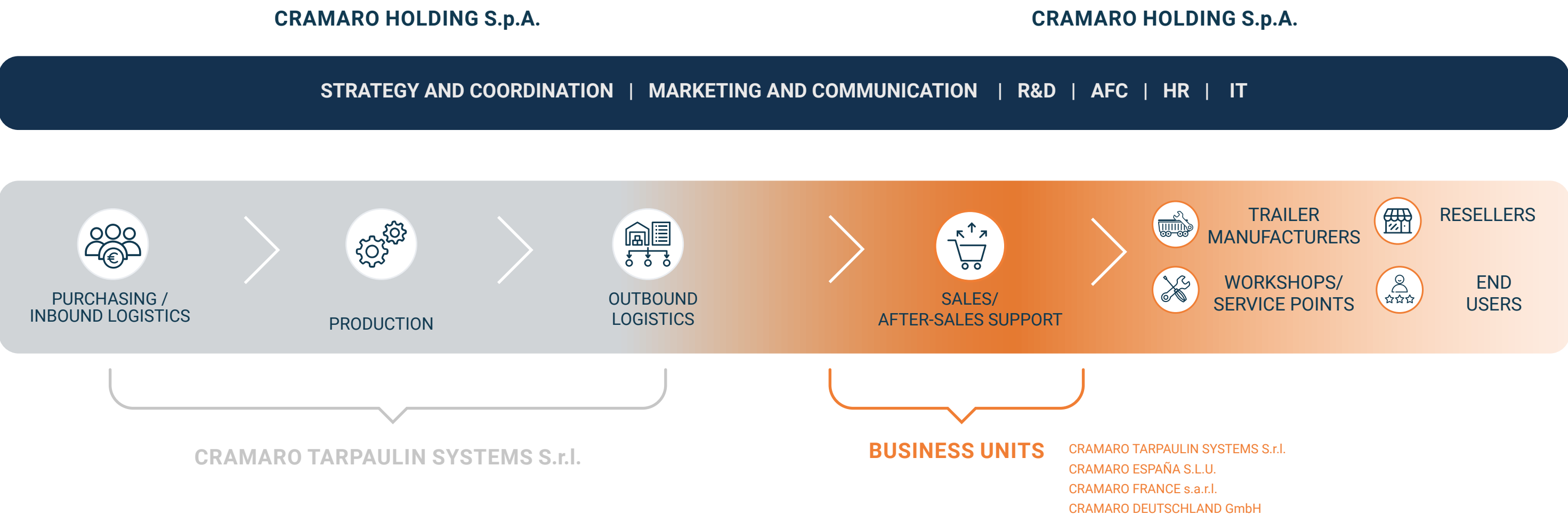
leverages various assets and **input** (resources and relationships used by an organisation to conduct its business operations);

converts them into **output** (products, services, sub products, and waste) through the corporate operations;

with its operations produces **outcome**: consequences - positive and negative - in-house and external, generated by the corporate operations and the output of an organisation in terms of impact, namely changes that are produced in people, the environment, and the company.

The value created over time is manifested through the increases, reductions, or transformations of the capital resulting from corporate operations and the relative output.

Our value creation process



The foreign branches purchase goods from Cramaro Tarpaulin Systems S.r.l.
Delivery takes place at the foreign branch or in some cases directly from Cramaro Tarpaulin Systems S.r.l to the end customer.



Our SDGs

Appearing as part of the outcome is the contribution that the Cramaro Group makes to achieving the 6 SDGs: 3, 7, 8, 9, 12, and 17. In fact, the Cramaro Group has embraced the 2030 Agenda, selecting the **6 objectives** it will be constantly and actively committed to for the entire cycle of our industrial plan.



Progress towards achieving the objectives is constantly monitored throughout the accounting period in order to concretely quantify the impact of the Group's management on the surrounding world. The following are the targets relative to the primary goals to which the Group can provide a positive contribution.

3

GOOD HEALTH AND WELL-BEING

Target 3.6 By 2030, **halve** the number of global deaths and injuries from road traffic accidents.

7

AFFORDABLE AND CLEAN ENERGY

Target 7.2 By 2030, **increase** substantially the share of **renewable energy** in the global energy mix.

Target 7.3 By 2030, **double** the global rate of improvement in **energy efficiency**.

8

DECENT WORK AND ECONOMIC GROWTH

Target 8.4 Improve progressively, through 2030, global **resource efficiency** in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead.

Target 8.5 By 2030, achieve full and productive employment and **decent work** for all women and men, including for young people and persons with disabilities, and **equal pay** for work of equal value.

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Target 9.4 By 2030, **upgrade infrastructure** and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound **technologies** and industrial processes, with all countries taking action in accordance with their respective capabilities.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Target 12.2 By 2030, achieve the **sustainable management** and efficient use of natural resources.

Target 12.5 By 2030, substantially reduce **waste generation** through prevention, reduction, recycling and reuse.

Target 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to **integrate sustainability information** into their reporting cycle.

17

PARTNERSHIPS FOR THE GOALS

Target 17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular **developing countries**.



6. Materiality analysis and stakeholder engagement

Stakeholder engagement

The importance of building a transparent and collaborative relationship with all the stakeholders in a setting of transformation has become even more relevant this year, especially in a period when the means required to combat the pandemic and the obligation of interpersonal distancing strongly conditioned movements and meetings between people.

There are essentially five principles which will guide the Cramaro Group stakeholder engagement activities from now on.

1. Identify the various stakeholder categories the Group interacts with through a mapping activity.
2. Analyse and understand the profile of the stakeholders and the Group's positioning relative to them.
3. Explore the most relevant interests and issues for each stakeholder category, also through the improvement and periodic updating of the materiality analysis.
4. Launch projects on the material issues collaborating with the directly or indirectly involved stakeholders.
5. Periodically notify the stakeholders of the management results in relation to the material issues of reciprocal interest through the sustainability report and all the other reporting and communication instruments.

IN-HOUSE STAKEHOLDERS

Staff of Cramaro Holding S.p.A.

Minority shareholder

Lifco AB

Staff of the 4 BU

EXTERNAL STAKEHOLDERS

Suppliers

Customers:
trailer manufacturers
resellers
workshops - service points
end users

Competitors

Financial institutions

The principles Group in-house and external communication is based on are the same as those in the Code of Ethics, in the conviction that the company's success cannot disregard conducting ethical business with the various stakeholders and in accomplishing the multiple sustainability initiatives.

Table of the stakeholders, their needs, and forms of involvement

Shareholders

Expectations/needs

- Creation of sustainable value
- Corporate Governance and Risk management

Forms of involvement

- BoD
- Press releases
- Group interim results presentations
- Industrial plan
- New business strategies

Financial community (banks)

- Creation of sustainable value
- Corporate Governance and Risk management
- Transparency and timeliness of economic/financial and sustainability information

- Press releases
- Industrial plan updates
- Report with CEO
- Update on economic/financial performance and non financial/sustainability performance of the period

Employees, staff, trainees

- Equal opportunities
- Occupational safety
- Professional development for all the categories of employees
- Participation in corporate life and all the connected initiatives
- Work/life balance
- Stability

- Staff training
- Participation in social events
- Team building
- Volunteer projects
- Corporate welfare

Customers

- Maximisation of value for the customer
- Quality and continuity in supplying innovative and sustainable tarpaulin systems
- CRAMARO contribution to their safety

- Offers with high quality standards in terms of product and service offered
- Development of trust relationships with the clientèle aimed at establishing customer loyalty and satisfaction
- CRM
- Communication campaigns

Suppliers

- Safety in operations in the field
- Long-term partnerships
- Co-design

- Consolidation of the relationships
- Co-design
- Selection and management of the suppliers with a view to quality of the goods or service purchased and observance of the prevailing regulations in terms of fairness, transparency and sustainability
- Sharing of innovation and sales expertise

Materiality analysis

This year, the first Cramaro Group Sustainability Report was published, focusing mostly on the reporting process of the sustainability report on the issues and on the aspects which are significant and relevant not only for the Cramaro Group but also for the stakeholders.

For this purpose, a process of identification and definition was launched of the relevant sustainability issues for refining the sustainability strategy, perfecting the targets to be achieved, improving reporting, and strengthening the relationships with the relevant stakeholders.

Specifically, a questionnaire was drafted which indicated the **ESG issues** of interest for the sector and the Cramaro Group for the purpose of conducting the materiality analysis and at the same time exploring new ways to improve the approach and performance, integrating the feedback of the relevant stakeholders. For the first year, a narrow selection of stakeholders was made: in-house stakeholders, based on company responsibilities, and external stakeholders, based on their strategic weight within the various stakeholder categories.

The process for updating the material issues included the following activities:

Identification of the relevant issues

- Through:
- analysis of internal documentation
 - macro-trend analysis
 - risk analysis
 - analysis of sector standards, including GRI and the Sustainability Accounting Standards Board (SASB)
 - analysis of peers in the sector

Attribution of internal and external relevance

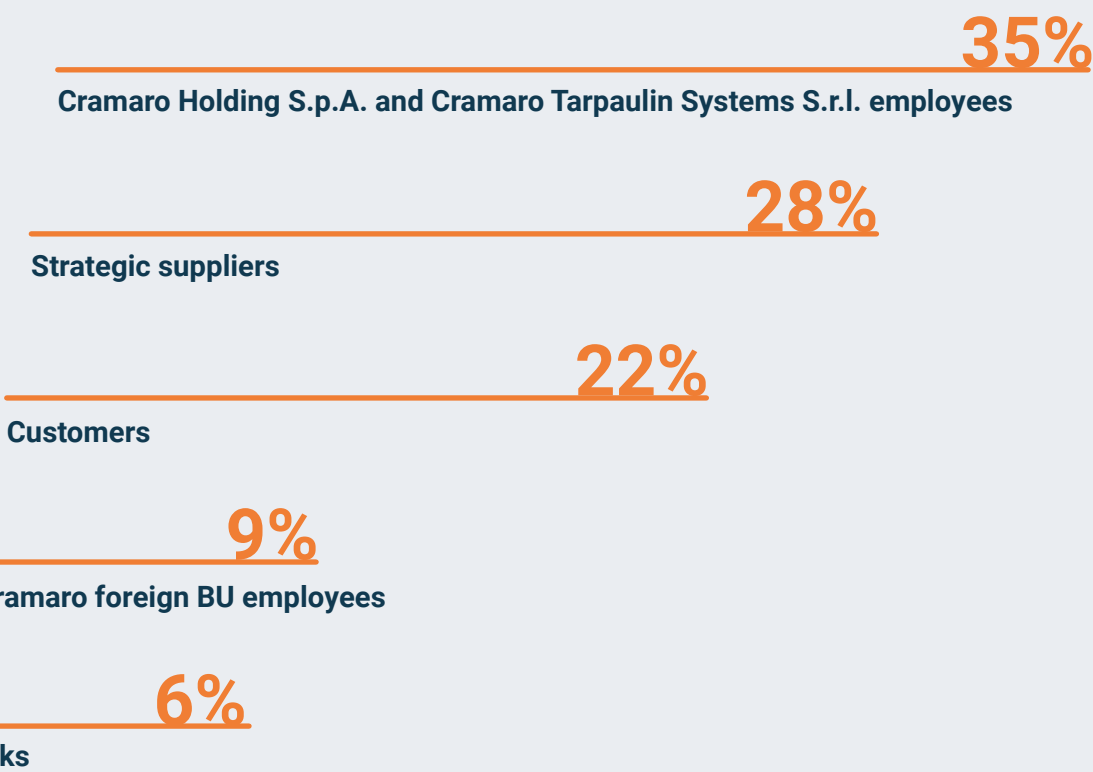
- Internal relevance through:
- 1-on-1 interviews and questionnaires submitted to the management functions reporting directly to the CEO and the managers involved in the ESG issues
- External relevance through:
- sending structured questionnaires to a selection of stakeholders relevant in their category and to the company business (customers, distributors, suppliers, financial community, etc.)
 - peer benchmarks
 - analysis of the reporting standards

Definition and creation of the materiality matrix

- Through:
- cross comparison of the result of both the categories
 - construction of the definitive matrix
 - validation of the matrix by the Chief Executive Officer

33 stakeholders participated distributed as follows:

Stakeholders (%) involved in the materiality analysis



The analysis of the results allowed us to compare notes on sustainability aspects and to identify the most relevant issues (“material issues”) for the Cramaro Group and for its stakeholders.

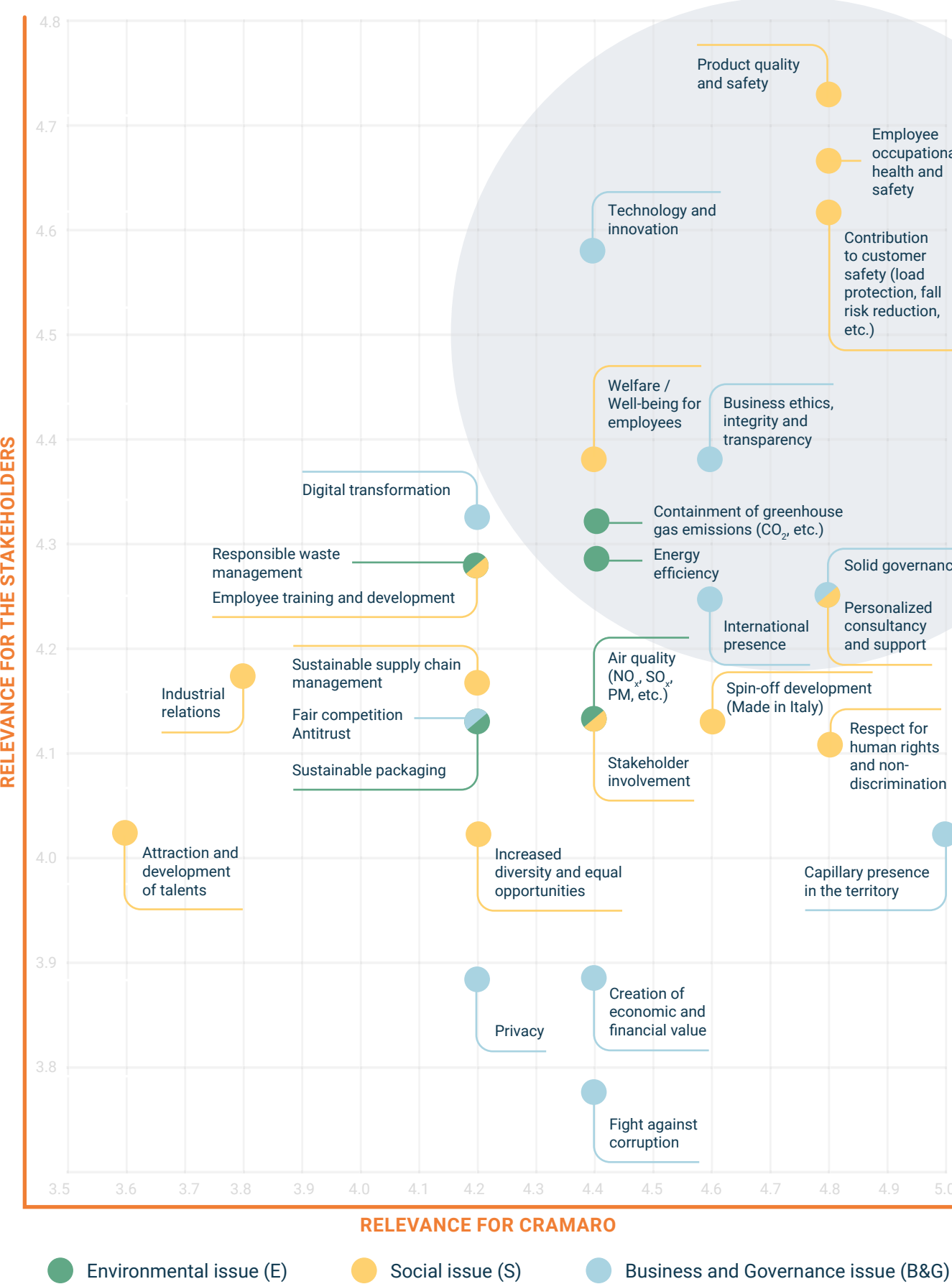
This way, the Cramaro Group was able to verify the level of “alignment” or “misalignment” between internal relevance and external expectations on these issues, overlapping them with the corporate strategy, with the plans of action, and with the processes the company is using to respond to the expectations of its stakeholders.

The analysis was also useful for identifying issues on which to plan sustainability activities for the future.

7. Material issues

The Cramaro Group materiality matrix

The materiality matrix has allowed the material issues to be identified, namely those relevant for the company and for the key stakeholders and which merit tackling with priority.



The materiality matrix highlights an awareness on sustainability issues by the stakeholders and the Group, as well as the desire to send a clear message on the increasingly more sustainable strategy that is being pursued.

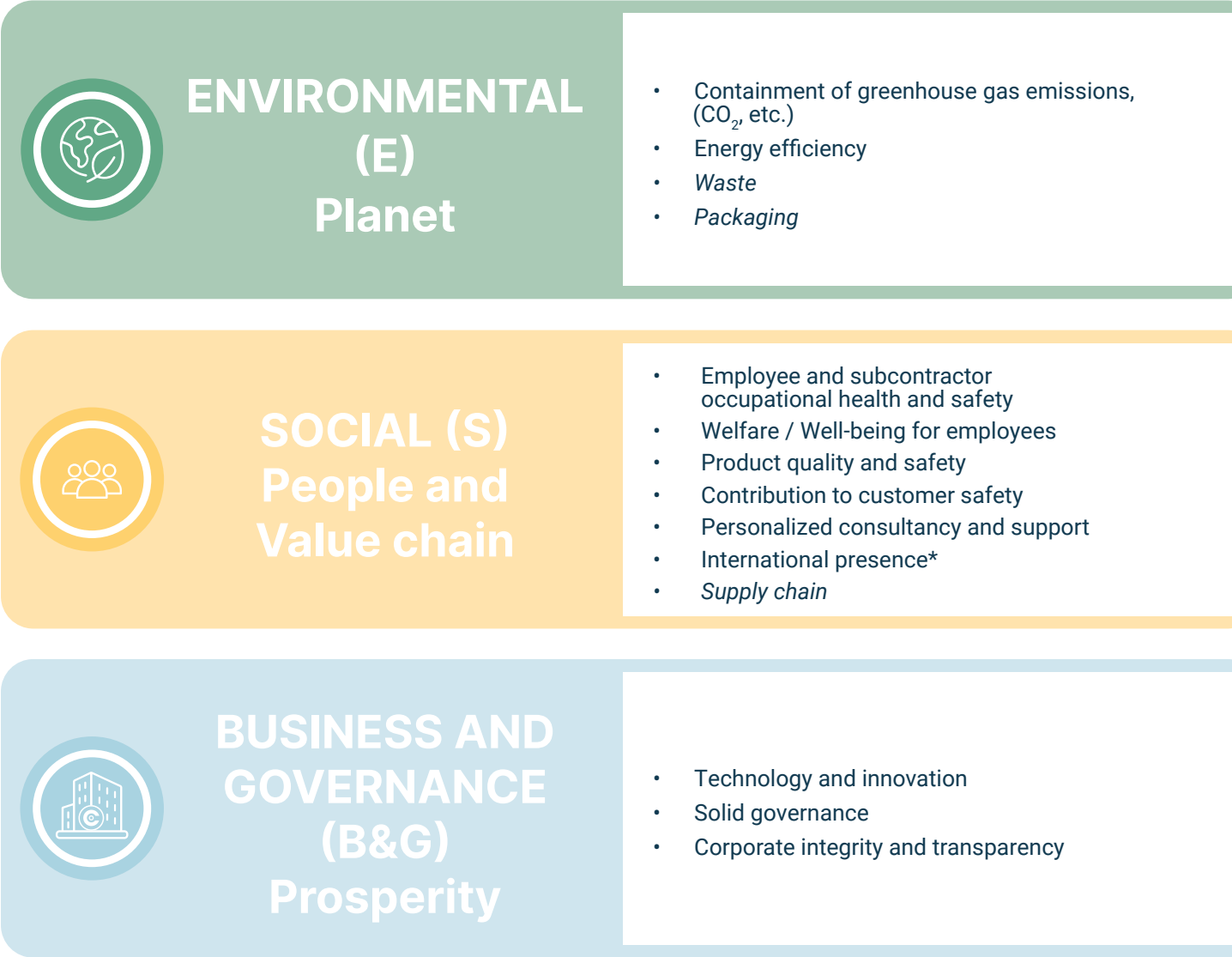
In fact, it is highlighted that in the circle on the previous page, there are issues on which the Cramaro Group is placing increasingly more attention and commitment:



Therefore, these material issues have been subdivided by ESG areas.

It was deemed important to insert a few aspects, albeit not material and which will be in italics, in that they are the subject of general reflections based on the company's sustainable transformation: waste, packaging, and supply chain.

Material issue reclassification based on the ESG areas



* Not specified in that it is included in the business model

Risk Management

The goal of the Cramaro Group's growth strategy is to create a solid and sustainable value under the economic and financial, social, and environmental profiles with the intention of improving stakeholder satisfaction and contributing to shaping the future of the local, regional, national, and international communities where it operates.

To achieve this objective, the Risk Management activity is indispensable, especially in identifying, assessing, and monitoring all the risks connected to the corporate business in order to guarantee that management can define effective systems in managing these risk components.

Once the material issues were identified and reclassified by type of asset, they were correlated to risks and opportunities.

Below is a summary table of the material issues cross compared with the risks and the generated and potentially generated opportunities.

Material issues table: connected risks and potentially generated opportunities

MATERIAL ISSUES	RISKS CONNECTED	GENERATED/POTENTIALLY GENERATED OPPORTUNITIES
ENVIRONMENTAL (PLANET)		
Containment of greenhouse gas emissions (CO ₂ , etc.) Energy efficiency Waste Packaging	Strategic risk Climate risk (physical) Operational risk Regulatory/compliance risk Financial risk	Energy efficiency improvement Careful calculation of the emissions produced and avoided Innovation Customer satisfaction More funding opportunities
SOCIAL (PEOPLE AND VALUE CHAIN)		
Employee and subcontractor occupational health and safety Welfare / Well-being for employees Product quality and safety Contribution to customer safety Personalized consultancy and support International presence Supply chain	Strategic risk Reputational risk Operational risk Regulatory/compliance risk	Further consolidation of work organisation Reinforcement of the safety culture connected to the well-being of the workers Continuous growth of expertise in hard and soft area which will allow for a progressive growth of management and leadership Monitoring of the quality of the service provided and customer satisfaction Intensification / due diligence to the supply chain that operates in the Group branches Co-design of local initiatives with the value chain stakeholders: clients and suppliers Construction of responsible supply chain with more opportunities to generate sustainable innovation, containing risks in a win-win logic
BUSINESS AND GOVERNANCE (PROSPERITY)		
Technology and innovation Solid governance Corporate integrity and transparency	Strategic risk Operational risk Reputational risk	Improvement of safety and customer efficiency performance Increase of the innovation initiatives to combat climate change and social inequalities Strengthening of the corporate sustainability and sustainability reporting governing processes Increased transparency

7.1

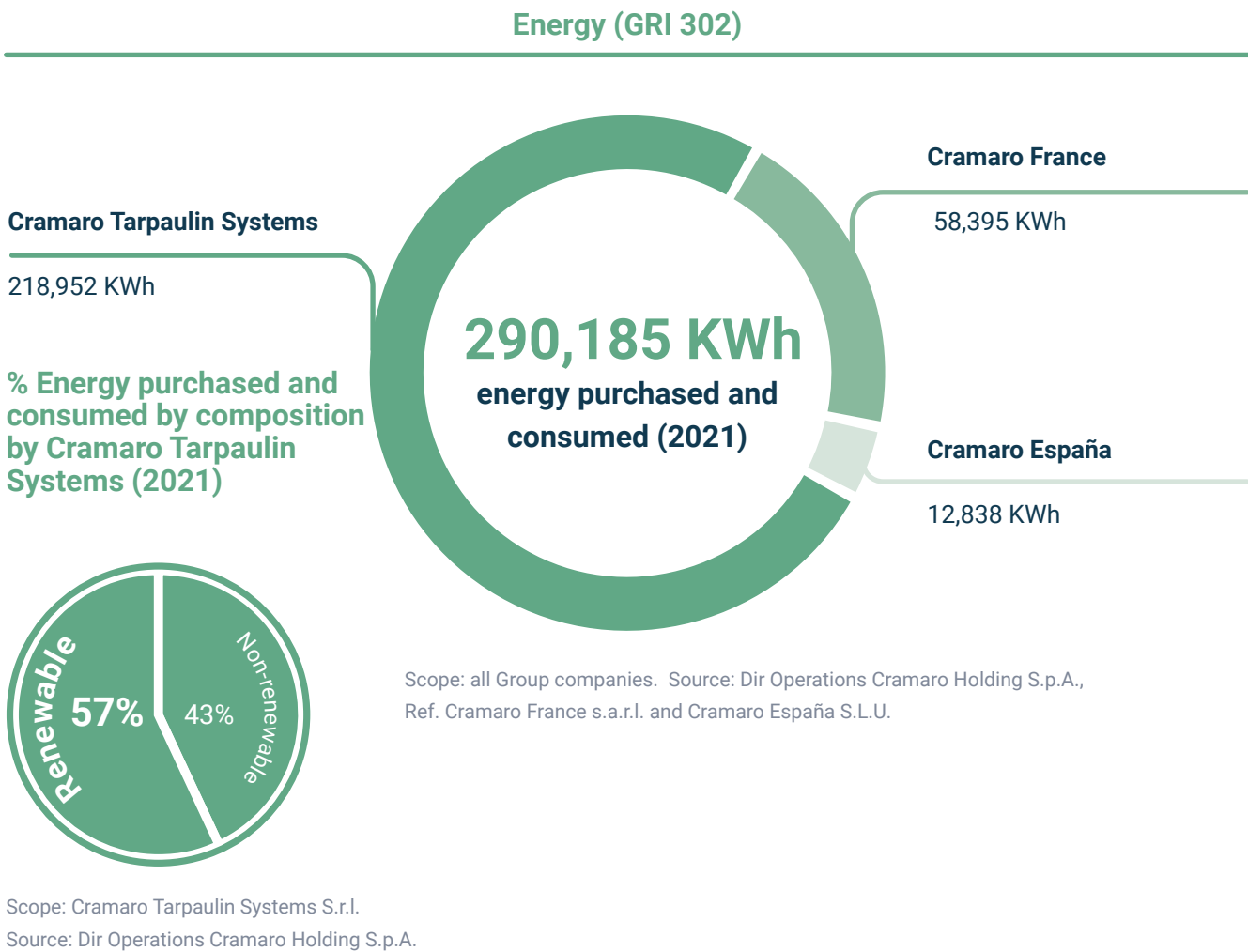


ENVIRONMENTAL ISSUES (Planet)



Energy efficiency

The Cramaro Group’s commitment to environmental protection, first and foremost, concerns energy efficiency.



Therefore, specific analysis was conducted on the energy impact of the Cramaro Tarpaulin Systems S.r.l. production plant, for which more detailed information is available and where the impact is most significant.

Energy consumption was measured with more attention, calculating the amount of renewable energy consumed and the contribution of self-produced energy through the photovoltaic system installed on the roof of the plant.

In 2021, Cramaro Tarpaulin Systems S.r.l. consumed 218,952 KWh, 57% of which came from renewable sources. The percentage of renewable energy increases another 10% if we consider the KWh produced by the photovoltaic system.



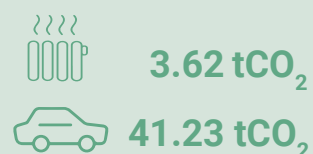
Containment of greenhouse gas emissions

By now it is well known how climate change, one of the main causes of the altering of biodiversity, must be contained in observance of the Paris Agreements and achieving a 55% reduction of greenhouse gas emissions by 2030 through the implementation of the 13 Fit for 55 legislative proposals on energy and the climate, presented in 2021 by the European Commission and introduced into the European Green Deal.

This year, the Cramaro Group achieved greater awareness as concerns its CO₂ footprint, estimating as a first step the 2021 emissions generated by Cramaro Tarpaulin Systems S.r.l. alone and, therefore, the main operational and production site in Italy.

Scope 1

The direct emissions are connected to the use of fossil fuels for the needs of the site, e.g. heating (**stationary combustion**), corporate fleet fuel (**mobile combustion**). They are subdivided as follows: 3.62 tCO₂ for the first item and 41.23 tCO₂ for the second item.



Scope 2

The indirect greenhouse gas emissions (GHG), on the other hand, are generated by purchases of electricity from the power grid necessary for operation of the plant and the offices.

The amount of renewable energy included in the purchased energy is 57%. The Scope 2 emissions are equal to 58.81 tCO₂.



Scope 3

This category includes the emitting sources that are not under the company's direct control but for which the emissions are indirectly due to company operations. There are as many as 15 emissions categories to assess based on the GHG Protocol guidelines. For this first year of measurement, the scope 3 emissions concern exclusively those correlated to air travel for work. Their value is equal to 43.26 tCO₂.



Scope 4

Emissions avoided.

The Scope 2 emissions are reduced thanks to the contribution of the photovoltaic system installed on the roof for a value of 5.82 tCO₂.



Beginning from the next accounting period, broader and more in-depth monitoring of the emissions for the various Scopes will be launched, particularly Scope 3. Furthermore, it will also be extended to the foreign business units.

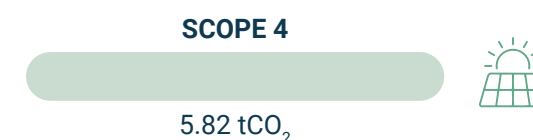
Emissions (GRI 305)



Estimate. Scope: Cramaro Tarpaulin Systems S.r.l. Source: Dir Operations Cramaro Holding S.p.A.

Emissions (GRI 305)

tCO₂ Emissions avoided (2021)



Scope: Cramaro Tarpaulin Systems S.r.l. Source: Dir Operations Cramaro Holding S.p.A.



Waste

Waste generated during the Cramaro Group's production process is relatively contained (160 tonnes in 2021) and connected essentially to paper, cardboard, plastic, wood from pallets, and PVC scrap.

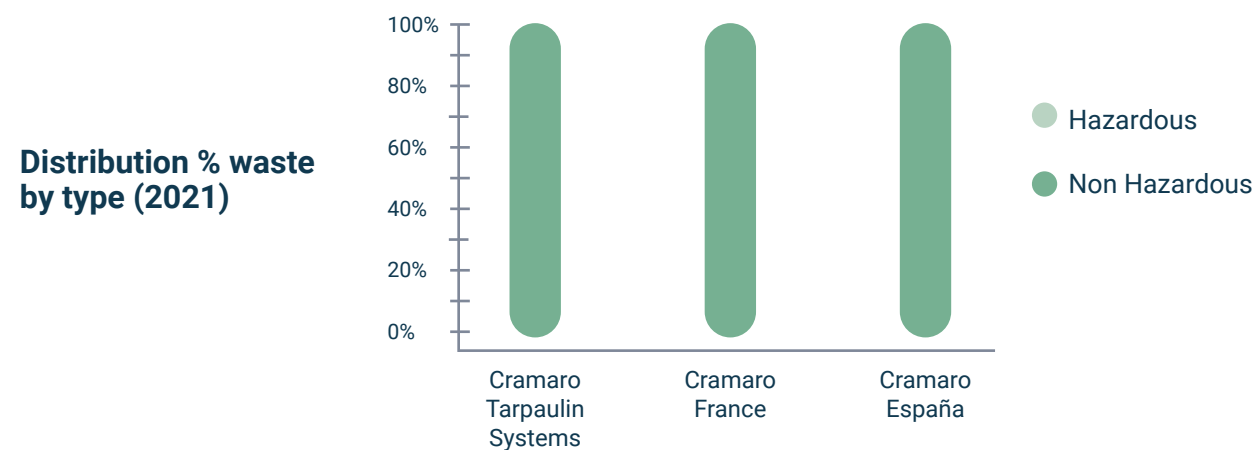
Waste (GRI 306)



Scope: all Group companies. Source: Dir Operations Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

The waste generated during the production process is not hazardous.

Waste (GRI 306)



Scope: all Group companies. Source: Dir Operations Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

In the case of Cramaro Tarpaulin Systems S.r.l., non hazardous waste is recovered in 96% of the cases, whereas in 4% of the cases it is disposed of at a waste disposal plant.

Waste (GRI 306)



Scope: Cramaro Tarpaulin Systems S.r.l. Source: Dir Operations Cramaro Holding S.p.A.

As concerns waste disposal and its subsequent destination, an external company manages waste from the Cramaro Tarpaulin Systems S.r.l. site.



Packaging

The commitment to reducing the environmental impact also translates into the product packaging selection.

Eco-sustainable packaging or packaging obtained from recycled or recyclable materials are used.

The Cramaro Group is evaluating new sustainable opportunities to reduce packaging cardboard volumes at the same product protection performance.





SOCIAL ISSUES (People and value chain)



Human assets

The Cramaro Group has always acknowledged the fundamental role of people in achieving the important and ambitious goals of the Industrial Plan.

As of 31 December 2021, the Cramaro Group employs a total of 107 people, divided among the various companies as indicated in the graphics. Cramaro Group employment, particularly in Italy, was reduced due to the pandemic with difficulty finding staff with the expertise required to be employed in the production plant. The company took action promptly and the positive effects can be seen in 2022.

The company population has the characteristics of a pocket-sized multinational company: 64% Italian, 30% European, and 6% extra-European.

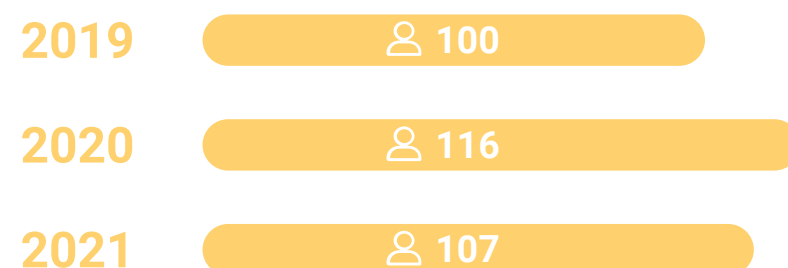
This aspect – particularly present in Cramaro Tarpaulin Systems S.r.l. – also denotes an attentive multi-cultural and diverse mentality.

95% of the contracts are permanent. Over time, the Cramaro Group has taken action in favour of stabilising the positions, reducing temporary employment to a minimum.

Also at the end of 2021, the company population was made up of 12% management, 45% clerical staff, and 43% workers, primarily operating at Cramaro Tarpaulin Systems as the Group's only production branch. The average age of Group employees is 44 years old.

Employment 2021 (GRI 405)

No. of Cramaro employees in the three-year period (2019-2021)



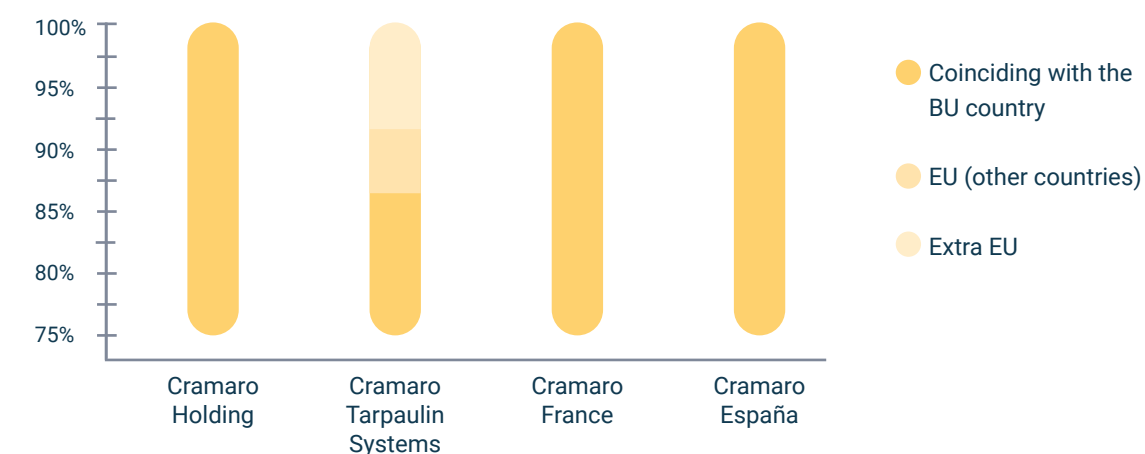
Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

Employment 2021 (GRI 405)



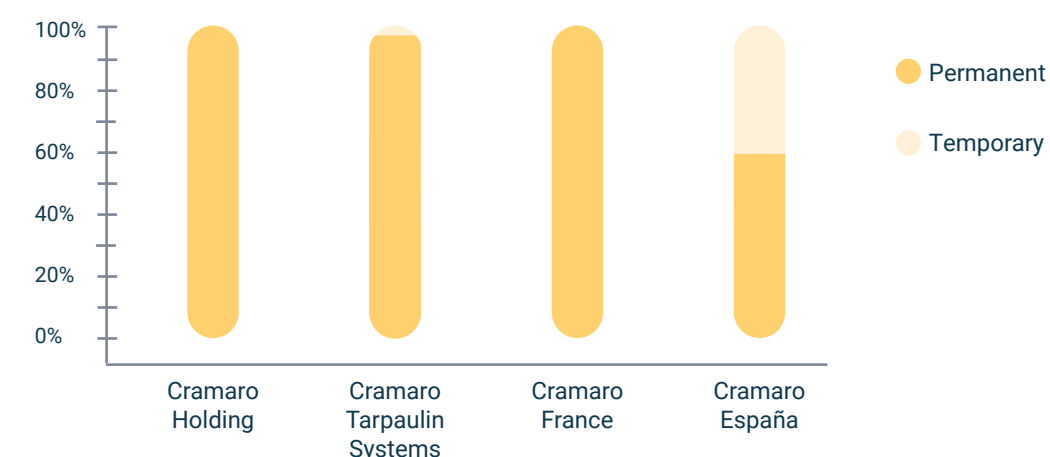
Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

Distribution % by nationality (2021)



Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

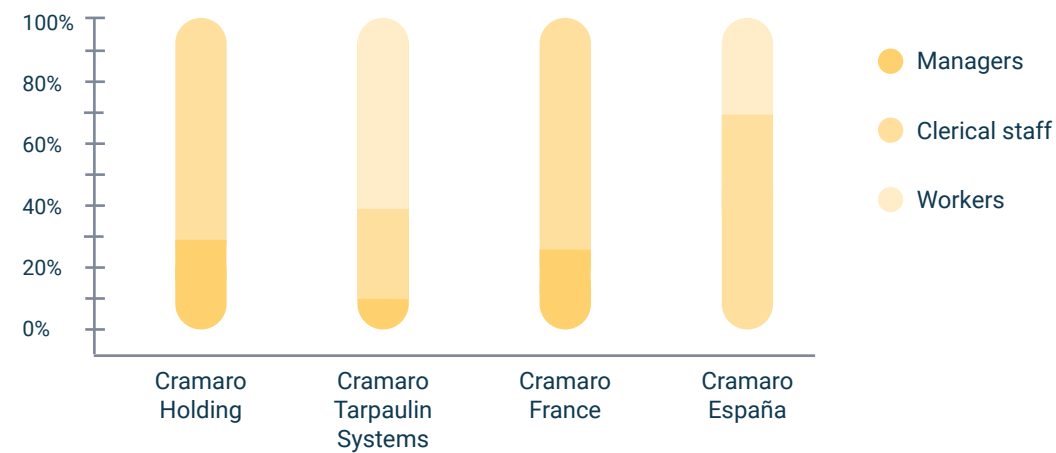
Distribution by contract duration (2021)



Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

Employment 2021 (GRI 405)

Distribution by classification (2021)



Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

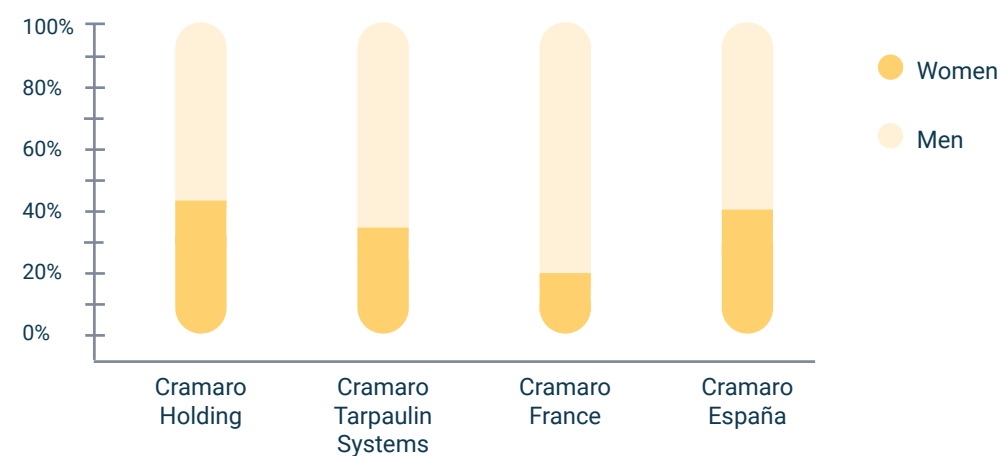
Employment and Diversity – % female population (GRI 405)

The female population represents 34% of the Cramaro Group's total population. Compared with 2019, the female component is up 18%, particularly in the Italian company Cramaro Tarpaulin Systems S.r.l. No management positions are covered by women. There are, nevertheless, female employees with roles of responsibility in strategic sectors of the company, for example, Sales back office, Marketing, Accounting, Logistics, and in some of the Production departments. This is particularly the case at Cramaro Tarpaulin Systems S.r.l., which is the Group's production hub, and at Cramaro Holding S.p.A.

34% women **66% men**

+ 18% (compared with 2019)

Distribution by gender (2021)



Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

There are four employees in the Group who belong to the protected categories, employed by Cramaro Tarpaulin Systems S.r.l.

Total training hours (GRI 404)

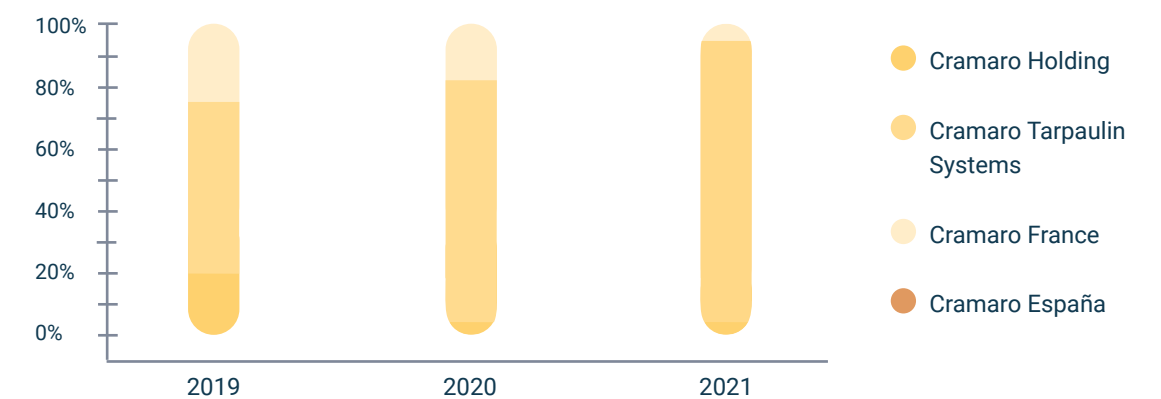
In 2021, a total of 402 training hours were conducted for the 107 Cramaro Group employees.

Given the nature and rapidity of the business and the make up of the company population, training of the Cramaro Group employees has taken on a contained and primarily operational nature. At Cramaro Tarpaulin Systems S.r.l. and Cramaro Holding S.p.A., for example, it translates essentially into health and safety courses and language courses, whereas at Cramaro France s.a.r.l., it translates into business management courses, courses to enhance the use of the Microsoft Office package, and courses on health and safety.

Although the numbers in terms of training hours conducted are not high, on the contrary, 50% of the total number of Cramaro Holding S.p.A. and Cramaro Tarpaulin Systems S.r.l. employees received a periodic performance and professional development evaluation during the reporting period, an indicator of the desire for dialogue to favour the growth of human assets.

From 2022, the commitment to increasing training opportunities for the company population will grow.

Distribution of training hours (2021)



Scope: all Group companies. Source: HR Dir. Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.



Occupational health and safety

The Cramaro Group is committed daily to ensuring that work operations must never be harmful to the health and safety of the workers, protecting the surrounding environment.

All the workers are covered by health and safety practices.

In the 2019-2021 three year period in question, 17 injuries occurred in the Cramaro Group with an average of about 6 injuries per year.

Injuries in the Workplace (GRI 403-9)

YEAR	SAFETY KPI	Cramaro Holding	Cramaro Tarpaulin Systems	Cramaro France	Cramaro España
2019	Number of injuries	0	2	4	0
	Frequency index (per million hours worked)	0	19.68	106.30	0
	Severity index (per million hours worked)	0	0.44	0.75	0
2020	Number of injuries	0	1	2	2
	Frequency index (per million hours worked)	0	9.43	46.89	158.40
	Severity index (per million hours worked)	0	0.20	0.33	4.36
2021	Number of injuries	0	2	4	0
	Frequency index (per million hours worked)	0	17.42	104.06	0
	Severity index (per million hours worked)	0	0.99	3.80	0

Scope: all Group companies.
Source: Quality Office and Dir HR Cramaro Holding S.p.A., Ref. Cramaro France s.a.r.l. and Cramaro España S.L.U.

The Cramaro Group’s integrated quality policy envisages continuous improvement of occupational health and safety as an integral part of its activities and as a strategic commitment.

The Cramaro Group is investing in health and safety through training programmes and operations on the machinery. The company intends to increase its commitment and focus its efforts on preventing grave injuries, as well as reversing the trends of all the statistic indexes. The cardinal points are respect, attention and concentration, vigilance and care, and reporting of incidents and dangerous behaviour for the purpose of analysing them and preventing them from being repeated.



Product quality and safety (GRI 416)

Cramaro systems are designed to ensure maximum efficiency, speed, and safety of use, with consideration for an elegant look.

For this reason, quality materials are selected that can lend lightness and strength to the structure and ad hoc design solutions are studied which guarantee minimum bulk and maximum aerodynamics.

The same level of care is reserved for the tarpaulin, constructed with quality materials and in response to specific needs: Double-coated PVC, self-extinguishing ADR PVC, polyurethane for transporting asphalt, PVC mesh, and the special insulated fabric for thermal insulation of the load.

The quality of the product, combined with technology and the orientation towards innovation, is the main criterion for selecting Cramaro products as opposed to the competitors’ products based on a survey conducted with clients in 2021.



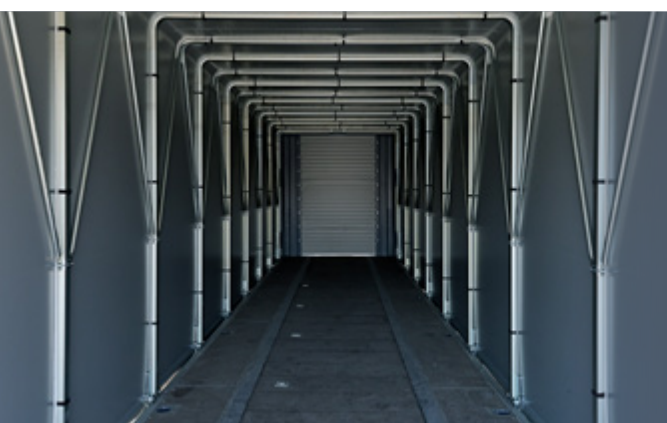


Contribution to customer safety (GRI 416)



Installation safety

Cramaro tarpaulin systems stand out for their ease of installation, even on vehicle fleets in circulation. In order to ensure correct installation for the customer, each product is supplied with an installation, use and maintenance manual. Installation and support service is also available at Cramaro service points.



Safety on the road

By reducing the risk of losing the load during transport, our tarpaulin systems contribute to customer safety on the road in compliance with prevailing regulations.



Load protection

Depending on the level of seal, our tarpaulin systems protect the customer's load from atmospheric agents and from water and air infiltration. The Cramaro solutions also include a special multilayer thermal insulating fabric for load insulation.



Environmental protection and reduction of consumption and noise pollution

Our tarpaulin systems help reduce the risk of releasing volatile or atomized loads into the environment. The aerodynamics of our tarpaulins guarantee comfort and efficiency on the road by optimizing the customer's consumption and reducing noise pollution, especially transporting an empty covered container.



Consultancy and personalised customer support (GRI 417)

The Cramaro Group sales network features a widespread presence in the area and is ready to assist clients in choosing the solution to meet their specific needs and for advice and technical questions.

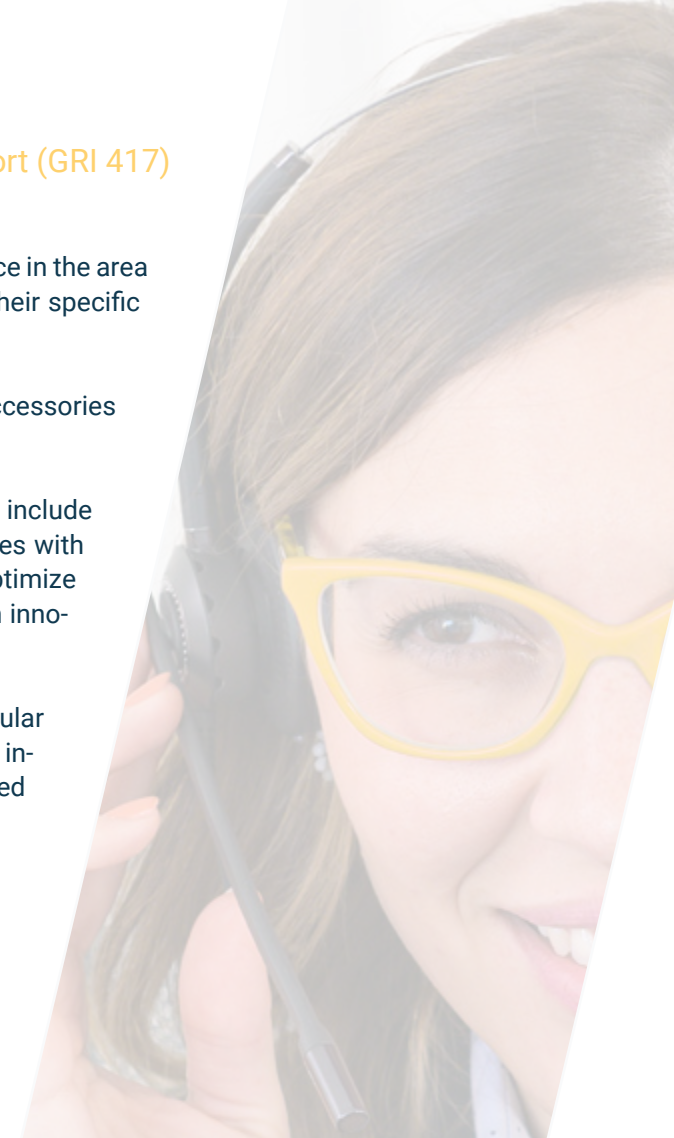
Cramaro tarpaulin systems can be customized and fitted with accessories featuring a variety of options to meet customer needs.

Available accessories vary depending on the product and can include side flaps for a more complete seal of the tarpaulin, rear closures with varying degrees of automation, bows of different heights to optimize load capacity and different tarpaulin material types, including an innovative multilayer fabric for thermal insulation of the load.

Competent customer service is guaranteed – a particularly popular aspect according to the results of the 2021 survey – through the in-house team of specialised operators and the Cramaro authorised service points distributed throughout the territory.

The Cramaro service was described in the aforementioned survey as:

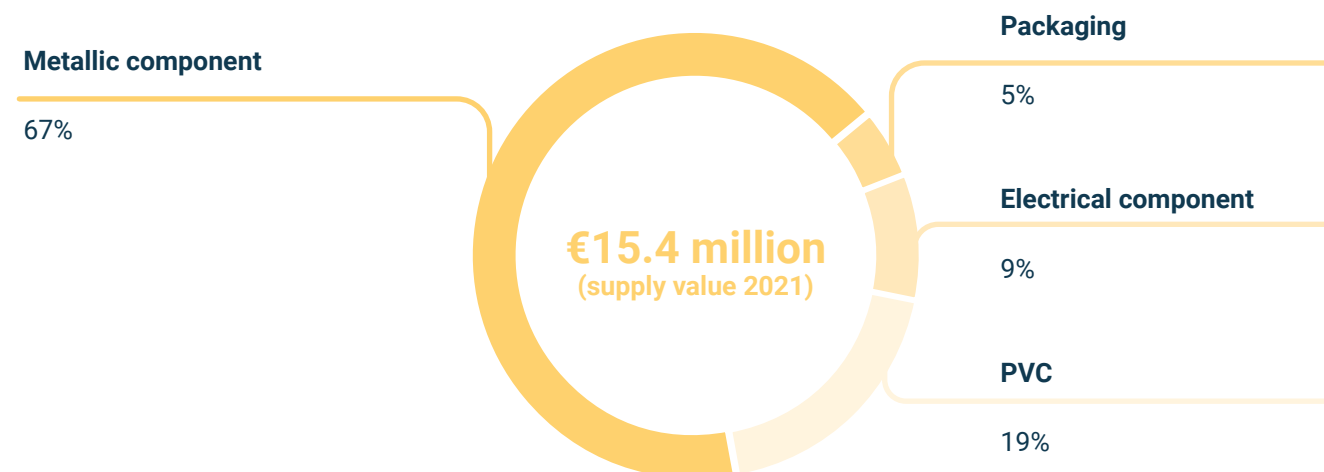
reliable
easy to use
efficient
high quality



Supply chain

The Group's ethical and sustainable business management also includes the creation of value for commercial suppliers through a responsible and organised connection. The manufacturers are primarily Italian or European by choice in that this guarantees greater reliability in terms of product and times, as well as containing the logistical costs.

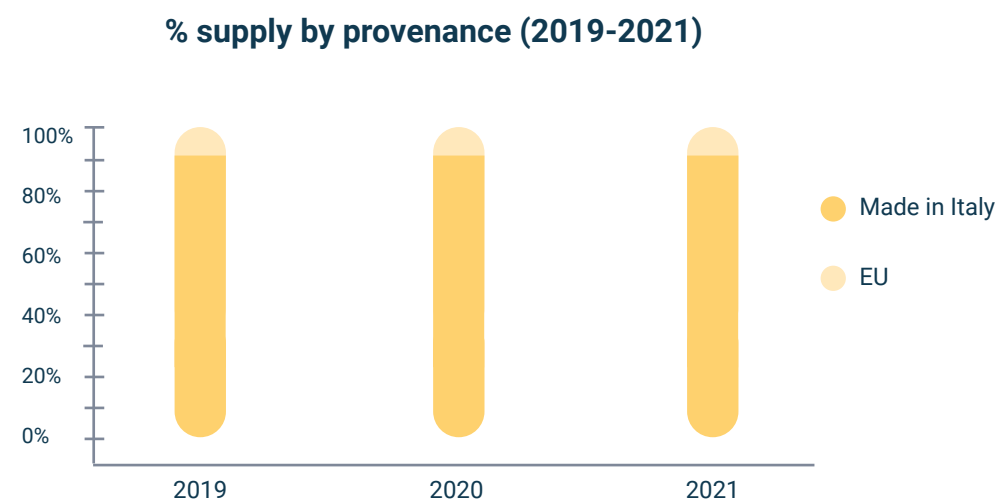
The main supplies relative to the materials used to make the Cramaro product involve the metallic component which is about 67%, PVC (of EU provenance, typically from France and Belgium) which is about 19%, and 9% for the electrical component. The packaging completes the purchases.



The value of the supplies in 2021 represented €15.4 million. 90% (a value which was also established in the 2019-2021 three year period) is represented by Italian suppliers and 60% of the purchases of ferrous material and motorisation comes from an average range of 60 km (local supplies).

These numbers attest to the value Cramaro generates in support of Italian production first and then European.

Value and location of the supplies (GRI 204-1)



Scope: Cramaro Tarpaulin Systems S.r.l. and Cramaro Holding S.p.A. Source: Purchasing Office, Dir Operations

7.3

BUSINESS AND GOVERNANCE (Prosperity)

The material issues of "Solid Governance" and "Corporate ethics and integrity" are included in the initial Governance section.



Technology and innovation

The Cramaro Group's in-house Research and Development team continuously studies innovative solutions to improve the efficiency, safety and durability of products and to increase productivity.

In close collaboration with the sales network, Cramaro Group engineers study every single request and design the most suitable solution tailored to the customer's needs and the specific vehicle specifications on which the tarpaulin will be installed. Our goal is to ensure a functional and completely integrated product.

Innovation is inherent to Cramaro Group products and work. Along with traditional machinery, the production facilities are equipped with cutting-edge machinery and equipment. This lets them offer high quality products and services like design and construction precision, electronic order tracking, product registration with serial number.

Of Cramaro's ten patents, the system that represents a milestone in the industrial vehicle tarpaulin system field is worth a mention: **Cabriolé**, namely the first system with a supporting structure and movement technology. Introduced on the market in 1995, Cabriolé revolutionized the trucking world by reducing risk and the time needed for loading and unloading operations.

The Over-Quick side rolling tarpaulin system with air chamber technology, the extensions integrated in the Tarp-All system for storing the tarpaulin on flatbed vehicles, the self-lifting elastic return technology of the innovative Dropmatic system are a few of the more than 10 patents by Cramaro.



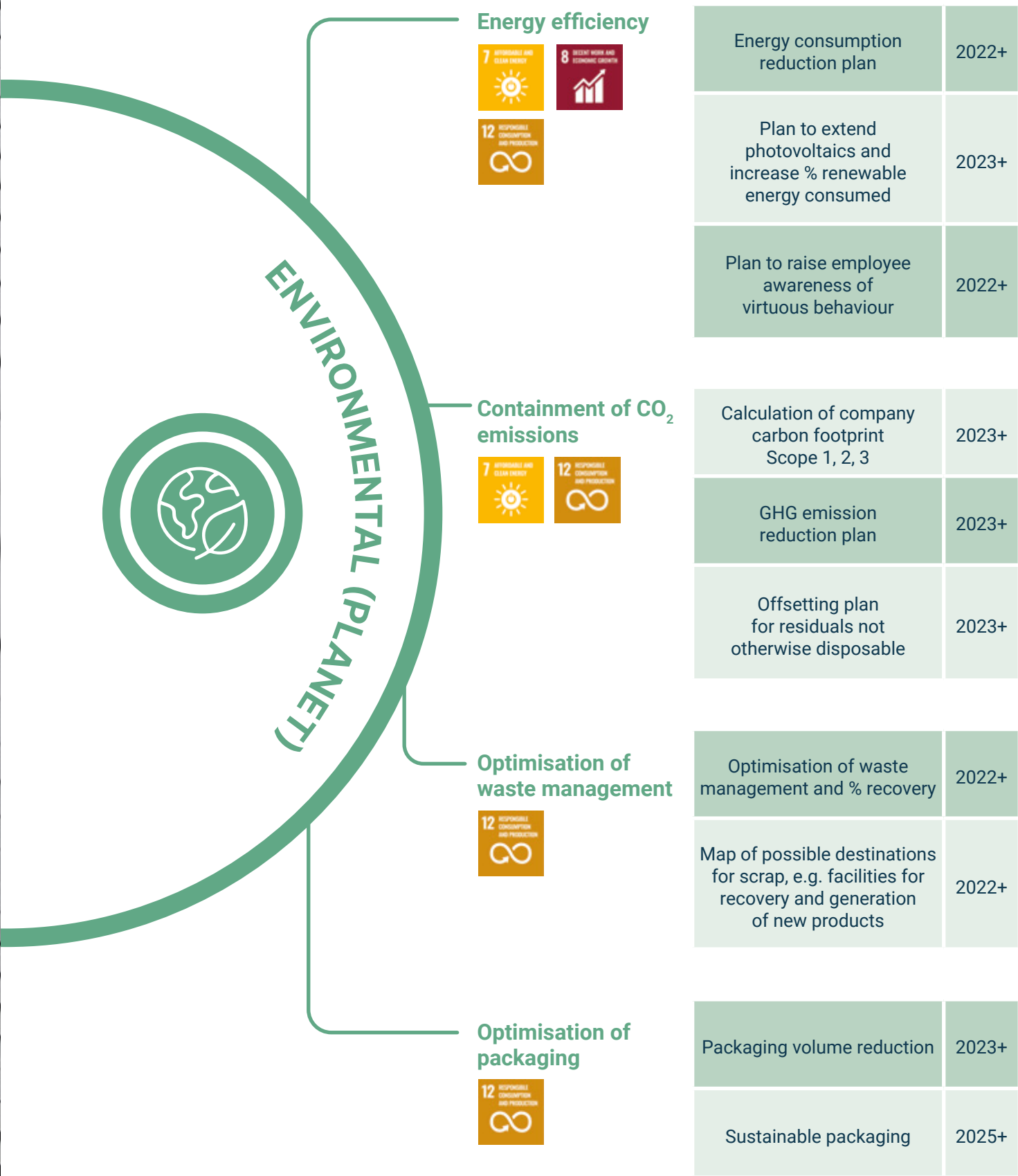
New materials, new techniques, new systems. Before becoming available on the market, each new concept undergoes rigorous testing by Cramaro Group engineers. Testing complies with national, European and International technical standards to evaluate the performance of materials and components as well as construction safety, resistance to stress and durability of the finished products.

In the 2019-2021 three year period, significant investments were made in Research and Development and the expansion of the production floor space.

The destination of the investments in 2021 was product innovation and digital transformation.

From 2022, the Cramaro Group will increase its commitment to sustainable innovation.

8. Future prospects and targets



Management dedicated to Human Resources with attention to Human Rights and the Promotion of Human Assets	2022+
Formalisation of flexibility of hours and benefits	2022+
Increase of training hours (including ESG issues)	2023+
Welfare programme for the employees, extended prospectively to their families	2023+

Welfare/Well-being for employees



Continuation of the health and safety programme towards “zero injuries” through widespread training, internal audits, and collection and analysis of near miss and injury data	2022+
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Health and Safety



Maintaining of high product quality and safety levels, constantly improving performance	2022+
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Product quality and safety



Increasingly more effective contribution to customer safety/sustainable mobility	2022+
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Contribution to customer safety



Maintaining of high levels of personalised consultancy (PRE) and service (POST), integrating the ESG issues with a focus on the importance of durability of the PVC product and tips for upkeep	2022+
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Personalized consultancy and support



ESG mapping and qualification of the suppliers	2023+
Progressive assessment programme with focus on human rights and the environment – initially self-assessment and evidence gathering	2023+
Sustainable raw material selection	2022+
Code of conduct for suppliers	2022+

Responsible supply chain



SOCIAL (PEOPLE AND VALUE CHAIN)

BUSINESS AND GOVERNANCE (PROSPERITY)

Technology and innovation



Measurement of PVC impact in terms of durability and contribution to customer safety and fuel savings	2023+
Development of an eco-design, also with a view to the carbon footprint of the customers	2022+
Search for sustainable alternative materials	2022+

Corporate integrity and transparency



In-house training update on the code of ethics and on OMCM 231/2001	2022+
Transparency: with publication of the sustainability report and dedicated contents	2022+

Solid governance



Complete integration of the ESG issues in the strategy with the goal of creating long term value, starting from governance	2022+
Strengthening of the corporate processes and the sustainable data collection and management process	2023+

9. Methodological Note

The Sustainability Report represents the voluntary instrument through which the Cramaro Group intends to communicate, inside and outside the company, the effects stemming from the strategies undertaken in the area of environmental, social, and economic impact.

Through the Sustainability Report, **in its first edition**, the Cramaro Group intends to communicate transparently the performance and commitment promoted during the 2021 accounting period on the issue of sustainable development and corporate social responsibility. The issues developed in the document refer to the economic, social, environmental, and governance sphere through the process of materiality analysis which was conducted for the first time this year. In 2021, this process involved 33 internal and external stakeholders who contributed to identifying and assessing the Cramaro Group's material issues.

The Sustainability Report was drafted in accordance with the "Sustainability Reporting Standards" defined in 2016 by the Global Reporting Initiative (GRI). The level of compliance to the GRI Standards declared by the company is "in accordance-core". For the purpose of facilitating reading of the document and summarising the correlation between the GRI Standards and the main issues dealt with in the document, please see the GRI Content Index.

Scope and criteria of consolidation

The document contains data and information referring to the accounting period which ended on 31 December 2021. The scope of consolidation coincides with that of the companies operating within the Cramaro Group during the same period except where otherwise specified: Cramaro Holding S.p.A., Cramaro Tarpaulin Systems S.r.l., Cramaro France s.a.r.l., Cramaro España S.L.U.

Reporting process and method

The information and data collection process was conducted by the Cramaro Holding S.p.A. Director of Operations and HR in collaboration with all the operational functions falling within the Group's scope of reference. It is specified that the information of a quantitative nature contained in the Sustainability Report comes from the following sources:

- the economic/financial amounts considered come from the Cramaro Holding S.p.A. Administration Office;
- the data on governance and compliance comes from Cramaro Holding S.p.A. Management;
- the data on the supply chain was provided by the Cramaro Tarpaulin Systems S.r.l. Purchasing department and the Cramaro Holding S.p.A. IT department;
- the data on the materials, energy, and waste comes from the Cramaro Holding S.p.A. Operations Director and from the foreign BU points of contact, where available;
- the emissions were estimated using the GHG Protocol references – the emission factors (t CO₂ per m³, KWh and car mileage) come from the Italian and European ISPRA 2021 reports;
- the data on the management systems and H&S performance comes from the Cramaro Holding S.p.A. Operations Director and from the foreign BU points of contact;
- the data on personnel and the management of professional expertise refer to the Group's staff at 31 December 2021 and comes from the Cramaro Holding S.p.A. HR Director and from the BU points of contact;
- the data on the 2021 consulting service, customer service, and Cramaro customer satisfaction comes from the Cramaro Holding S.p.A. Marketing and Communication Office.

The scopes and sources are indicated at the bottom of each table.

In order to guarantee comparability over time of the

indicators deemed to be the most significant and to give the reader the opportunity to compare the performance achieved, the current values were compared with the values of the two previous accounting periods using graphics and tables.

Furthermore, in order to guarantee the accuracy of the data, the use of estimates was limited as much as possible and, where present, they are based on approximations consolidated over the years.

In drafting the Sustainability Report, the following principles were taken into account in the reporting cycle: stakeholder engagement, sustainability, materiality, completeness, accuracy, balance, transparency, comparability, reliability, and timeliness.

Please note that external assurance of the 2021 Sustainability Report was not requested, since the first report was drafted only this year.

Reference period	01.01.2021-31.12.2021
Frequency	annual
Last published document	none
Document accessibility	Sustainability section of the cramarogroup.com website
Headquarters	CRAMARO HOLDING S.p.A. Via Quari Destra 71/G 37044 Cologna Veneta (Verona) Italy
Contact persons	Matteo Gianazza, CEO
E-mail contacts	info@cramaro.com



10. GRI Content Index

GRI Standard	GRI Disclosure	Description of the indicator	Reference	Notes and omissions
GENERAL DISCLOSURE				
ORGANIZATION PROFILE				
GRI 102 – GENERAL DISCLOSURES 2016	102-1	Name of the organization	Cover	
	102-2	Activities, brands, products, and services	pp. 6-8	
	102-3	Location of headquarters	Methodological Note, p. 9	
	102-4	Location of operations	p. 9	
	102-5	Ownership and legal form	p. 12	
	102-6	Markets served	pp. 9-10	
	102-7	Scale of the organization	pp. 9-10	
	102-8	Information on employees and other workers	pp. 41-43	
	102-9	Supply Chain	p. 49	
	102-10	Significant changes occurred in the organization and in the supply chain	pp. 9-10; 49	
	102-11	Precautionary Principle or approach	p. 17	
	102-12	External initiatives	pp. 27-28	
	102-13	Membership associations	pp. 27-28	
STRATEGY				
GRI 102 – GENERAL DISCLOSURES 2016	102-14	Statement from senior decision-maker	Letter to Stakeholders	
ETHICS AND INTEGRITY				
GRI 102 – GENERAL DISCLOSURES 2016	102-16	Values, principles, standards, and norms of behavior	p. 5-6	
GOVERNANCE				
GRI 102 – GENERAL DISCLOSURES 2016	102-18	Governance structure	pp. 12-13	
	102-20	Executive-level responsibility for economic, environmental, and social topics	pp. 12-13; 17	
	102-22	Composition of the highest governance body and its committees	pp. 12-13	
	102-23	Chair of the highest governance body	pp. 12-13	
	102-26	Role of highest governance body in setting purpose, values, and strategy	pp. 12-13; 17	
	102-29	Identifying and managing economic, environmental, and social impacts	pp. 12-13; 17; 20-24; 34-35; 53-54	
	102-31	Review of economic, environmental, and social topics	pp. 12-13; 20-24; 34-35; 53-54	
	102-32	Highest governance body's role in sustainability reporting	pp. 12-13	

GRI Standard	GRI Disclosure	Description of the indicator	Reference	Notes and omissions
STAKEHOLDER ENGAGEMENT				
GRI 102 – GENERAL DISCLOSURES 2016	102-40	List of stakeholder groups	pp. 27-28	
	102-41	Collective bargaining agreements	pp. 41-43	
	102-42	Identifying and selecting stakeholders	pp. 27-28	
	102-43	Approach to stakeholder engagement	pp. 26-28	
	102-44	Key topics and concerns raised	pp. 26-35	
REPORTING PRACTICE				
GRI 102 – GENERAL DISCLOSURES 2016	102-45	Entities included in the consolidated financial statements	Methodological Note	
	102-46	Defining report content and topic Boundaries	Index and Methodological Note	
	102-47	List of material topics	pp. 26-33	
	102-48	Restatements of information	Methodological Note	
	102-49	Changes in reporting	Methodological Note	
	102-50	Reporting period	Methodological Note	
	102-51	Date of most recent report	Methodological Note	
	102-52	Reporting cycle	Methodological Note	
	102-53	Contact point for questions regarding the report	Methodological Note	
	102-54	Claims of reporting in accordance with the GRI Standards	Methodological Note	
	102-55	GRI Content Index	pp. 57-60	
	102-56	External Assurance	Not included	1 st Sustainability Report
MATERIAL ISSUES*				
ENVIRONMENTAL (PLANET)				
ENERGY EFFICIENCY*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 36	
GRI 302 ENERGY 2016	302-1	Energy consumed inside the organization	p. 36	
CLIMATE CHANGE*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 37-38	
GRI 305 – EMISSIONS 2016	305-1; 305-2; 305-5	GHG Direct Emissions (Scope 1); GHG Indirect Emissions di GHG from energy consumption (Scope 2); GHG Emissions Reduction	pp. 37-38	

GRI Standard	GRI Disclosure	Description of the indicator	Reference	Notes and omissions
WASTE				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 39-40	
GRI 306 – WASTE 2016	306-307	Waste Management	pp. 39-40	
PACKAGING				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 40	
SOCIAL (PEOPLE AND VALUE CHAIN)				
HUMAN CAPITAL*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 41-43	
GRI 401 – EMPLOYMENT 2016	General disclosures 102-8	Information on employees and other workers	pp. 41-43	
	401-1	New employee hires and employee turnover	pp. 41-43	
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees (WELFARE)	pp. 41-43	
GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	pp. 12-13; 43	
TRAINING AND EDUCATION* (connected with wellbeing)				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 44	
GRI 404 – TRAINING AND EDUCATION	404-1	Average hours of training per year per employee	p. 44	
	404-2	Programs for upgrading employee skills and transition assistance programs	p. 44	
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 44	
HEALTH AND SAFETY*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 45	
GRI 403 – HEALTH AND SAFETY	403-1	H&S Management system	p. 45	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 45	
	403-5	Workers training on occupational health and safety	p. 45	
	403-9	Work-related injuries	p. 45	

GRI Standard	GRI Disclosure	Description of the indicator	Reference	Notes and omissions
CUSTOMER HEALTH AND SAFETY*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 46-47	
GRI 416 – CUSTOMER HEALTH AND SAFETY	416-1; 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	pp. 46-47	
PRODUCT QUALITY AND SAFETY*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 46-47	
GRI 416 – CUSTOMER HEALTH AND SAFETY	416-1; 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	pp. 46-47	
CUSTOMIZED CONSULTANCY AND ASSISTANCE*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 48	
GRI 417 – MARKETING AND LABELING	417-3	Incidents of non-compliance concerning marketing communications	p. 48	
RESPONSIBLE SUPPLY CHAIN				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 49	
GRI 102-9: SUPPLY CHAIN GRI 102-10: CHANGES OCCURRED IN THE ORGANIZATION AND IN THE SUPPLY CHAIN	102-9; 102-10	Supply Chain	p. 49	
BUSINESS AND GOVERNANCE (PROSPERITY)				
TECHNOLOGY AND INNOVATION*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	p. 50	
R&D INNOVATION AND CAPEX	WEF	% CAPEX in R&D and digital innovation	p. 50	
SOUND GOVERNANCE*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 12-13	
GRI 102 - GENERAL DISCLOSURES 2016	From 102-18 to 102-32	See Governance	pp. 12-13	
COMPANY INTEGRITY AND TRANSPARENCY*				
GRI 103 – MANAGEMENT APPROACH 2016	103-1; 103-2; 103-3	Explanation of the material topic and its Boundary; The management approach and its components; Evaluation of the management approach	pp. 14-16	
GRI 102 – GENERAL DISCLOSURES 2016	102-16	See Ethics and Integrity	pp. 14-16	

11. Correlation with Law Decree 254 and other frameworks

MATERIAL ISSUES	ISSUES D.LGS. 254 (DIR 95 UE)	GRI STANDARDS	WEF	SASB
ENVIRONMENTAL (PLANET)				
<ul style="list-style-type: none"> • Energy Efficiency • Climate Change • Waste • Packaging 	<ul style="list-style-type: none"> • Environment 	<ul style="list-style-type: none"> • GRI 302: ENERGY • GRI 305: EMISSIONS • GRI 306: WASTE • GRI 301 MATERIALS 	<ul style="list-style-type: none"> • Greenhouse gas (GHG) emissions 	<ul style="list-style-type: none"> • Greenhouse Gas Emissions • Energy Resource Planning
SOCIAL (PEOPLE AND VALUE CHAIN)				
<ul style="list-style-type: none"> • Health and Safety • Employee Welfare /Wellbeing: Human Capital, Employee Training and Development • Product Quality and Safety • Contribution to Customer Safety • Customized Consultancy and Assistance • Responsible Supply Chain 	<ul style="list-style-type: none"> • Human Resource Management • Social 	<ul style="list-style-type: none"> • GRI 403: HEALTH AND SAFETY • GRI 401: EMPLOYMENT • GRI 404: TRAINING AND EDUCATION • GRI 416: CUSTOMER HEALTH AND SAFETY • GRI 417: MARKETING AND LABELING • GRI 418: PRIVACY • GRI 102-9: SUPPLY CHAIN • GRI 102-10: CHANGES OCCURED IN THE ORGANIZATION AND SUPPLY CHAIN 	<ul style="list-style-type: none"> • Health and safety (%) • Absolute number and rate of employment • Diversity and inclusion (%) • Training provided (#, \$) 	<ul style="list-style-type: none"> • Labor Practices • Employee Engagement, Diversity & Inclusion • Workforce health and safety • Product Quality & Safety • Supply Chain Management • Selling Practices
BUSINESS AND GOVERNANCE (PROSPERITY)				
<ul style="list-style-type: none"> • Technology and Innovation • Sound Governance • Company Integrity and Trasparency 	<ul style="list-style-type: none"> • N/A • Governance composition • Fight against active and passive corruption 	<ul style="list-style-type: none"> • N/A • GRI 405: DIVERSITY AND EQUAL OPPORTUNITY • GRI 102-22 • GRI 205: ANTICORRUPTION 	<ul style="list-style-type: none"> • Total R&D expenses (\$) • Governance body composition • Anti-corruption 	<ul style="list-style-type: none"> • Product Design & Lifecycle Management • Material Sourcing & Efficiency • Business Ethics



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