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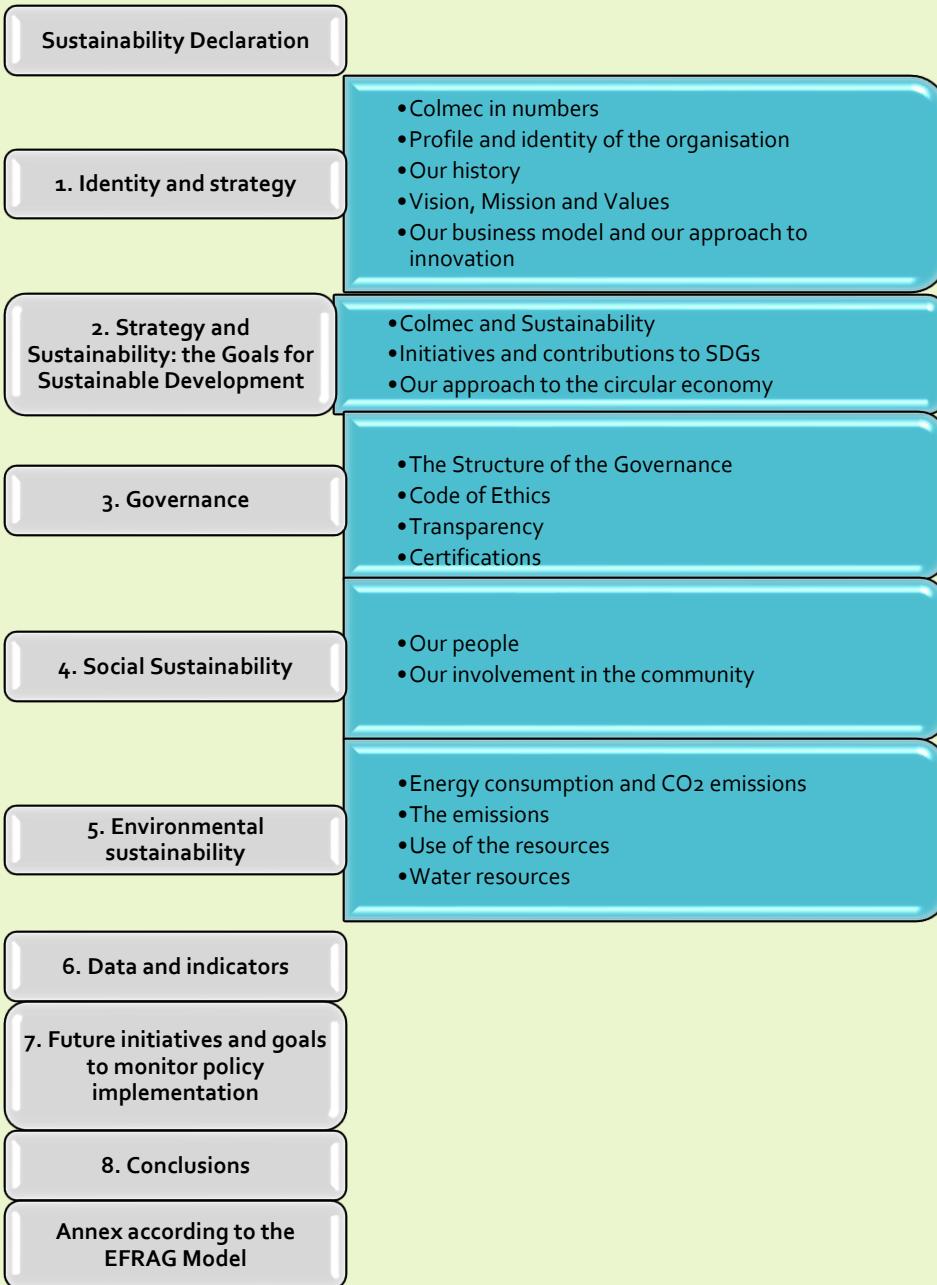


# SUSTAINABILITY REPORT 2024

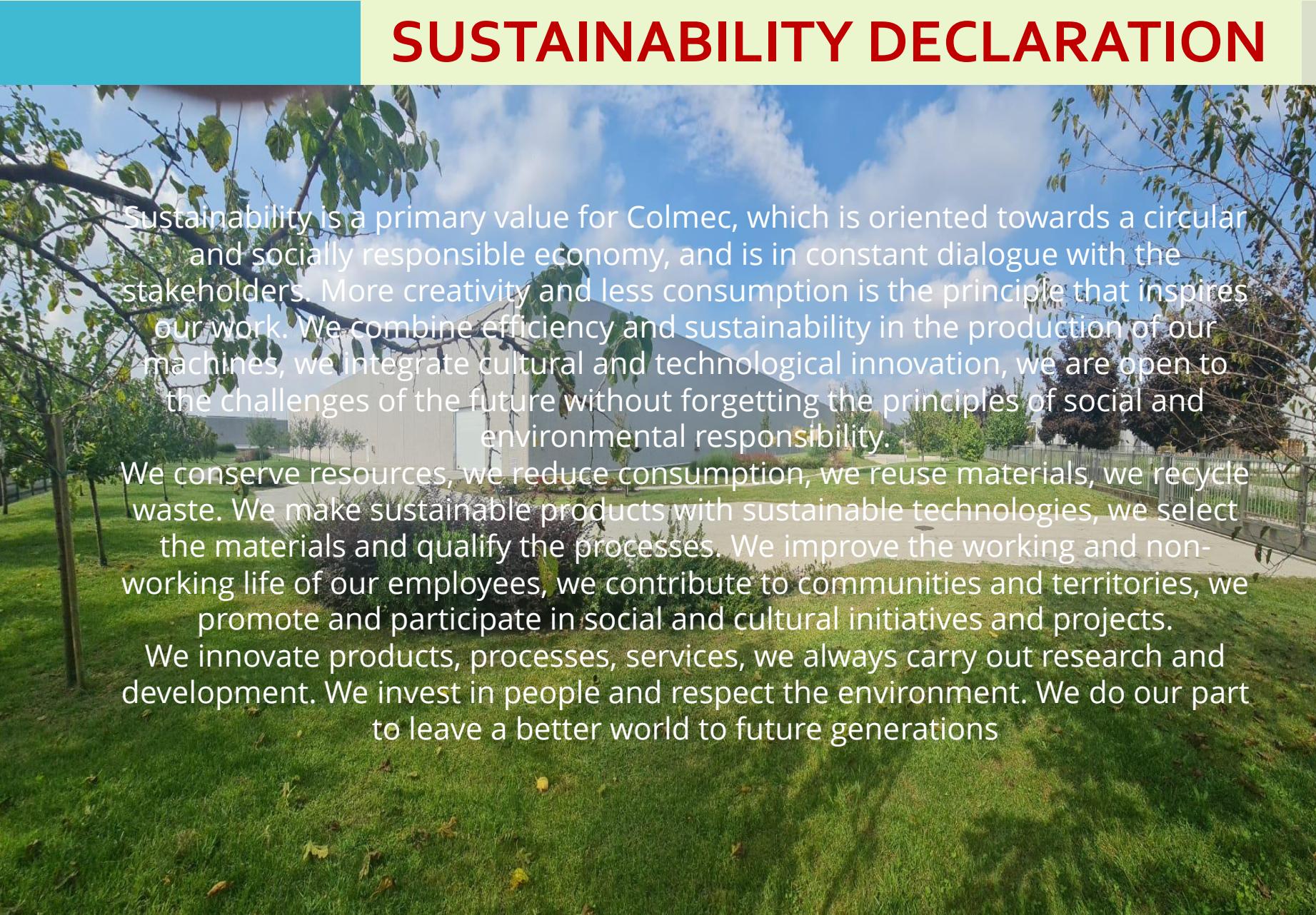


**COLMEC** S.p.A.

# SUMMARY



# SUSTAINABILITY DECLARATION



Sustainability is a primary value for Colmec, which is oriented towards a circular and socially responsible economy, and is in constant dialogue with the stakeholders. More creativity and less consumption is the principle that inspires our work. We combine efficiency and sustainability in the production of our machines, we integrate cultural and technological innovation, we are open to the challenges of the future without forgetting the principles of social and environmental responsibility.

We conserve resources, we reduce consumption, we reuse materials, we recycle waste. We make sustainable products with sustainable technologies, we select the materials and qualify the processes. We improve the working and non-working life of our employees, we contribute to communities and territories, we promote and participate in social and cultural initiatives and projects.

We innovate products, processes, services, we always carry out research and development. We invest in people and respect the environment. We do our part to leave a better world to future generations

# 1. IDENTITY AND STRATEGY

## COLMEC IN NUMBERS

	Surface production area m <sup>2</sup>	40.000
	Fields of application	20
	Complete lines installed	1.000+
	Operating extruders	3.000+
	Operating rubber mixing systems	300+
	Employees	83
	Training hours provided	471
	Electricity consumed (MWh)	270
	Water consumed (m <sup>3</sup> )	2.698
	Generation of waste (t)	93
	Percentage of recyclable waste	85%

## Profile and identity of the organization

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Company Name: Colmec S.p.A.

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Reporting Year: 2024

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Legal Form: S.p.A.

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Business sector: Manufacture of plastic and rubber  
machinery (NACE 28.96)

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Revenue: € 23.952.930,00

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Total number of employees (FTE): 82,85

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Head Office: Via Massari Marzoli 6, 21052 Busto  
Arsizio (VA), Italy

# Our History

- Founded in 1973, Colmec, is a world leader in the design and construction of high-tech rubber and silicone extrusion and mixing lines.
- The constant research, the attention to the specific needs of the customer, the innovative solutions, the continuous monitoring of the production process are the strengths on which Colmec has built its image and with which it has won the full trust of its customers.
- To ensure the highest quality, control over the entire process must be complete. That is why we have chosen the path of integration by creating a supply chain that works exclusively for Colmec, allowing us to have direct and precise control over production processes and delivery times.
- Each company in the Colmec group brings the highest technical knowledge and design skills to achieve flexibility and customization of the products produced. By investing in constant research and improvement, each contributes to the common success.

# Colmec History Timeline

<b>1973</b> <b>COLMEC SPA</b> is founded by Giannino Colombo in Busto Arsizio for the production of extruders and mills for rubber and plastic materials.	<b>1978</b> <b>The new Headquarter in Vanzaghello (MI) is inaugurated</b>	<b>1983</b> <b>The second generation</b> joins the company: Ubaldo, a mechanical engineer, and Colmec specializes in design and construction of machinery for the rubber industry	<b>1985</b> The Colmec brand gets established on the <b>European and the International markets</b> .	<b>1990</b> Launch of the first vulcanization lines with <b>energy-saving systems</b>
<b>1992-1997</b> Development of <b>new technologies</b> and a series of patents for extruders and vulcanization processes	<b>1998</b> The <b>share of exports</b> in Europe and the World continues to grow and exceeds 60%	<b>2004</b> Opening of the <b>new location in Busto</b> of 12,000 m <sup>2</sup> within a 40,000 m <sup>2</sup> area for the construction of future expansions	<b>2005</b> <b>The CTM Conical Twin Mixer</b> is patented, an innovative technology for mixing rubber and silicone compounds that opens the market for mixing rooms	<b>2007</b> <b>TIMA SRL</b> is founded, a company specifically created for the exclusive supply of downstreaming machineries designed to complete Colmec lines
<b>2010</b> The <b>CTC</b> Colmec Technology Center, a 3000 m <sup>2</sup> laboratory dedicated to R&D, is built meanwhile the first representative of the <b>third generation</b> enters the company: Giovanni, mechanical engineer	<b>2011</b> <b>COLMEC USA Inc.</b> in Trumbull CT is incorporated, for a stronger market penetration in North America	<b>2013</b> <b>New 4,000 m<sup>2</sup> expansion</b> of the <b>Busto Arsizio</b> headquarters and construction of the <b>Technology Center at Colmec USA</b>	<b>2015</b> <b>Management</b> growth with the entry into the company <b>of the second representative of the third generation</b> : Marco, mechanical engineer	<b>2018</b> With its new versions, CTM is increasingly establishing itself as an <b>innovative and successful technology</b> on the market. The share of exports in Europe and the World reaches 90%
<b>2020</b> <b>WELMEC SRL</b> is founded, a company specialized in high quality welding construction for CTMs	<b>2021</b> The Integrated <b>Certification ISO 9001, ISO 14001 and ISO 45001</b> is completed	<b>2022</b> <b>KCM SL</b> , a leading Spanish company in the production of Internal Mixers, is acquired to offer complete and integrated solutions for mixing rooms	<b>2023</b> <b>50° Anniversary</b> and entry into the company of the <b>last member of the third generation</b> : Riccardo, management engineer Last expansion for a total of 23,000 m <sup>2</sup> .	<b>2024</b> <b>The CVM Conical Variable Mixer</b> is patented, the latest innovation for mixing silicone compounds

# Vision, Mission and Values

## VISION

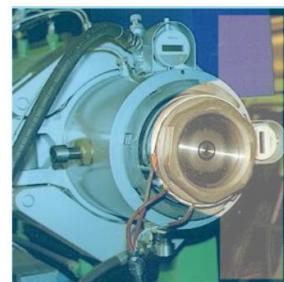
BUILD THE BEST MACHINERY IN THE WORLD WITH THE BENIFIT OF CONTINUOUS PROGRESS FOR THE CREATION OF PRODUCTS THAT ARE ESSENTIAL IN EVERYDAY LIFE AND THAT IMPROVES PEOPLE'S LIVES



If our Vision is the ambitious dream from which we started, our **MISSION** defines our work

## MISSION

PROVIDE INNOVATIVE SOLUTIONS FOR THE RUBBER AND SILICONE EXTRUSION AND MIXING MARKET WITH EXCLUSIVE, INNOVATIVE AND SUSTAINABLE TECHNOLOGIES



# Vision and Mission are supported by our VALUES that shape our company and inspire us as we work together

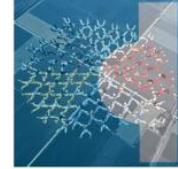
## 1. PASSION FOR CHALLENGES

Always be open to every technological challenge to achieve excellence in innovation, products and performance



## 2. ACCOUNTABILITY

Bring about a sense of responsibility of individuals to increase everyone's accountability towards job, colleagues and the company



## 3. RESPECT

Respect is a value at the base of all human relationships. If we want to improve ourselves and also the society around us, we must learn to practice respect and be attentive to the needs of our neighbours; do not have prejudices against those who are different; accept cultural differences and today, more than ever, respect the environment in which we live by avoiding waste and by practicing behaviours and care for our planet.



## 4. WIN TOGHETER

Collaboration is fundamental for the achievement of goals and equally fundamental for preserving and protecting information and experience within the company to correctly manage the collective knowledge that allows us to be unique and winning.



## Our business model and the approach to innovation

The business of our company is aimed at the design and construction of plants for the production of mixing and extrusion lines for the rubber and silicone sector. We operate with a "project based" logic and we offer customized turnkey solutions made according to the requests of our customers. Our activity is based on an approach oriented towards continuous technological innovation, summarized in the concept "Genius and Technology", which allows us to keep a leading international position in our sector.

We believe that industrial sustainability also comes through innovation and the value generated for our customers. For this reason, we provide our know-how, the plants, and the machinery present in our 3,000 m<sup>2</sup> technology center dedicated to the research, development, testing, and validation of new solutions, thanks to direct collaboration with our customers. This space, called Colmec Technology Center (CTC), has been operating for over 12 years with a dedicated team of 5 people and is today considered a benchmark for innovation in the rubber and silicone mixing and extrusion sector.

All our plant projects, developed at the production site in Busto Arsizio (VA), are designed to increase productivity, reduce operating costs and optimize energy efficiency, contributing practically to the sustainability of the production processes. Our range of machinery includes extruders, lines for rubber and silicone tubes and profiles, vulcanization ovens, mixing room systems, conical mixers and processes intended for cleanroom production for the medical sector

# Genius And Technology



The project development is based on a structured process with a technical team which is also dedicated to consulting for the design of the client's production spaces. We actively promote co-design with customers and suppliers to create shared values and strengthen a resilient and collaborative industrial ecosystem.

Always with a view to sustainability and business continuity, we have dedicated ourselves to the creation of an internal supply chain, choosing both to acquire companies that were already operating as our suppliers and to create new ones, thus having more direct and timely control over production processes and delivery times.

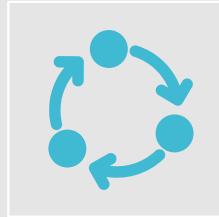
The Colmec Group's corporate strategy is also aimed at the sales market with the establishment of the Connecticut-based Colmec USA Inc. and more recently with the acquisition of KCM SL, a leading Spanish company in the Internal Mixers sector. On the one hand, therefore, the expansion of the market in technologically advanced areas of North America and on the other, the development of new commercial outlets for the supply of complete solutions for rubber processing, from blending to the finished product.

Our network extends to customers operating in the production of technical articles, tires, profiles, tubes, electrical cables and devices for the medical sector. The relationship with the client is managed through a direct channel and continuous assistance, central elements in building solid and lasting partnerships, protecting the investments undertaken by both parties.

Finally, we constantly invest in intellectual property protection, considered a strategic leverage to ensure competitiveness and to anticipate future market needs.

## 2. **STRATEGY AND SUSTAINABILITY: THE GOALS FOR SUSTAINABLE DEVELOPMENT**

### Colmec and Sustainability



Colmec SpA is committed to promoting sustainable innovation in the machinery sector, with a particular focus on energy efficiency, waste reduction, and corporate social responsibility. The contents of the Sustainability Declaration are fully reported on page 3 and on the company website ([www.colmec.it](http://www.colmec.it)).

The company has adopted an environmental management policy compliant with ISO14001 certification, aimed at reducing environmental impact and promoting sustainable practices (the certificate can be downloaded directly from the company website).

## Initiatives and contributions to SDGs

- Installation of photovoltaic panels for the production of renewable energy.
- Rainwater recovery tank to optimize water consumption.
- Document digitization to reduce the use of paper and inks.
- Waste separation to improve waste management
- Development of a mainly local and regional supply chain



## Our approach to Circular Economy

Installation of a photovoltaic plant to ensure a reduction of the environmental impact.

Use of recycled materials, especially for iron and steel

The company sources a 45% share of non-self-produced renewable energy

Machinery design aimed at ensuring durability and reliability over time as well as a spare parts service for any model and year of construction

Machinery revamping service in order to extend its production life while maintaining high quality standards

Packaging of spare parts with labels showing the correct disposal methods to encourage the use of recycled materials



## 3. **GOVERNANCE**

**Structure of the Governance:** transparently defined, with clear roles and well-defined responsibilities through company documentation accessible to all employees via dedicated company SWs.



**Code of Ethics:** adopted to ensure ethical and regulatory-compliant behavior.



**Transparency** : No convictions or fines for corruption or bribery in 2024. **The Whistleblowing procedure** is activated on the company website



**Certifications:** Colmec is equipped with integrated management system certifications that responds to ISO14001, ISO 45001 and ISO 9001.



## Our People

- Employees on permanent contract: 79,85 FTE
- Employees on fixed term contract: 3,00 FTE
- Turn over rate: 16%
- Average hours of training:
  - Male: 5,3 ore
  - Female: 6,0 ore
- Workplace safety:
  - Number of injuries: 2
  - Injury rate: 2,75%
  - Fatal accidents: 0
- Collective bargaining agreements: 100% of employees covered
- Salary: 100% of employees paid above the minimum wage

## 4. Social Sustainability

In order to assess the workplace climate the project "We are Colmec" was activated; a team of experts analysed the situation by means of interviews with all staff and suggested corrective and improvement actions.



Over the years,  
several initiatives  
have been  
implemented to  
improve the well-  
being of our  
employees

- Introduction of a ready-made meal service as an alternative to the classic meal voucher
- Creation of a space specially equipped for eating meals and with a relaxation and sharing area
- Use of flex time
- Creation of a park for the use of employees during breaks
- Organizing moments of sharing outside of work organization of courses on personnel management for managers
- Readiness to accommodate special needs of employees
- Activation of part-time and leave at the request of workers
- Marriage bonus for employees
- Baby bonus for new births
- Financial bonus for merit



# Engagement in the Community

Colmec actively supports the local and non-local community through awareness-raising projects and support for social initiatives:



International cooperation projects in support of local communities in Mozambique and Ecuador (construction of hospital, bakery, school and supply of dialysis machinery)

Annual and ongoing donations for the needs of the Comboni missions in Mozambique and Ecuador

School-Work alternation for both the administrative department (accounting schools) and the production department (technical schools)

Support for local recreational, cultural and charitable activities

Sponsorship of the Race of Hope – Bianca Garavaglia Foundation with promotion within the company for individual participation in the event

Cooperation on the “Colletta Alimentare”, food collection

## 5. ENVIRONMENTAL SUSTAINABILITY

### Energy consumption and CO<sub>2</sub> emissions

- Total energy consumption: 1256 MWh
  - Share of renewable electricity: 45% (from external supplies)
- CO<sub>2</sub> emissions – GHG: 254 tCO<sub>2</sub>eq
  - Scope 1: 187 tCO<sub>2</sub>eq
  - Scope 2: 67 tCO<sub>2</sub>eq
  - Emission intensity (tCO<sub>2</sub>e/€ revenue): 1,1 x10<sup>-5</sup>

### Emissions

- Air pollutants: total dust within regulatory limits (verification of such pollutants takes place every 2 years and is carried out by specialized laboratories)
- Water and soil pollutants: absent

### Use of resources

- Production of non-hazardous waste: 85,4 t (85,3 t recycled)
- Production of hazardous waste: 7,9 t
- Production of radioactive waste: 0 t

### Water resource

- Total water withdrawal: 2.698 m<sup>3</sup>
- Water discharge: 0 m<sup>3</sup> difference (balanced)

*Over the years, several initiatives have been launched with the aim of improving corporate sustainability:*

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Sustainability training project Univa Servizi «Change Management»

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Installation of photovoltaic solar panels

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Installation of rainwater recovery tank

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Creation of a green area within the plant of more than 6,000 m2

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Replacing old lights with LED in whole plant

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Purchase of degreasers for reduction of waste oil emulsions

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Installation of a distiller for solvent recovery and reuse

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Purchase of sustainable forest management (FSC or PEFC) certified paper

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Use of carton compactor to improve waste management

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Reuse of incoming packaging for outgoingshipments

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Replacing plastic bubble wrap with shredded recovery paper for packaging

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Procedures and user awareness for proper waste separation

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Digitization of documents to decrease paper and ink usage

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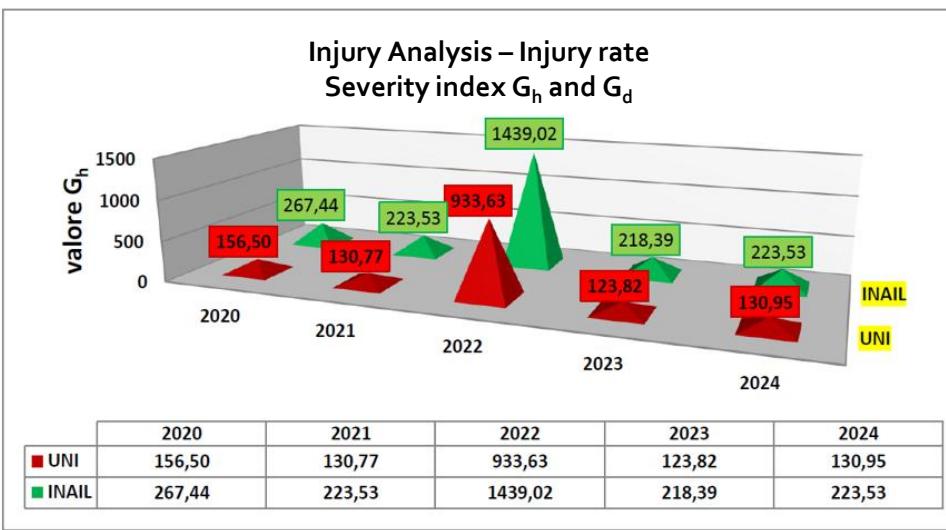
Purchase of a plug-in electric vehicle

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## 6. DATA AND INDICATORS

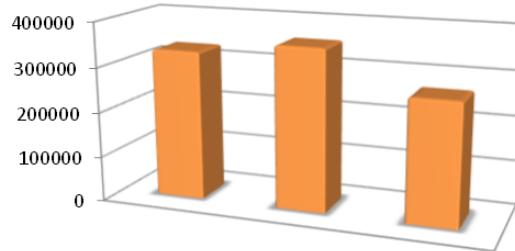


	2020	2021	2022	2023	2024
UNI	13,61	13,77	31,65	13,03	13,78
INAIL	23,26	23,53	48,78	22,99	23,53

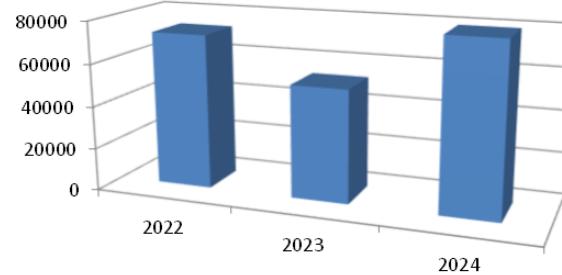


# Consumption

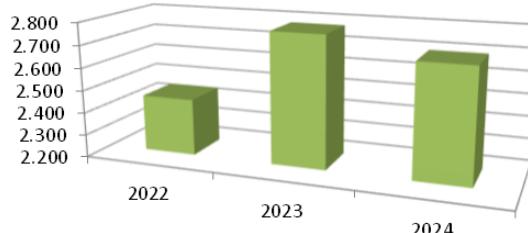
## Electricity consumption



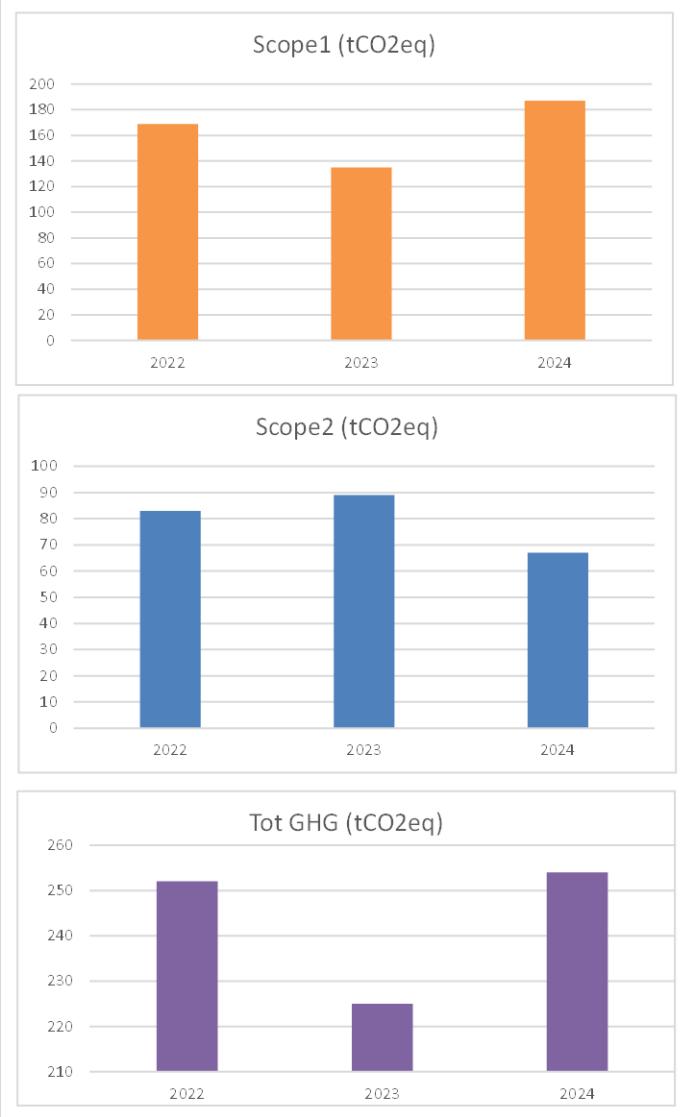
## Gas consumption



## Water consumption



## Emissions CO<sub>2</sub>eq – GHG



## 7. **FUTURE INITIATIVES AND GOALS TO MONITOR POLICY IMPLEMENTATION**

Reduction of Scope 2 emissions at 10% by 2027

Develop materiality assessment to guide the company towards stakeholders' priorities

Implement the corporate management system with the introduction of SAP-B1 to optimize corporate organization and especially production processes

Introduce systems of «Warehouse Automation»

Gradually replace the company's car park with vehicles of less environmental impact

Develop customer service through a digital system and dedicated software (CRM Salesforce)

## 8. **CONCLUSIONS**

Colmec SpA continues its path towards sustainability, with the aim of further improvement of its environmental and social performance. The report reflects the company's efforts to contribute to a more sustainable and responsible future.

### Methodological Note : **VSME STANDARD**

*The sustainability report was prepared according to the VSME (basic) standard for non-mandated companies; this standard was set by EFRAG.*

*The European Financial Reporting Advisory Group (EFRAG) is a leading organization in the accounting regulatory landscape in Europe. Founded in 2001, EFRAG plays a crucial role in ensuring that the accounting standards used in the European Union (EU), for both financial and sustainability reporting, are consistent and of high quality.*

*SEE ATTACHED TEMPLATE COMPILED ACCORDING TO THE EFRAG STANDARD*

# ANNEX

Section - Title	Data		
<b>B1 - Basis for preparation</b>	<b>Value</b>		
Company name	Colmec S.p.A.		
Reporting Year	2024		
Basic module/comprehensive module	Basic module		
Consolidated balance sheet yes/no	no		
List of subsidiaries	***		
Legal form	S.p.A.		
NACE sector classification code(s)	28.96		
Size of balance sheet €	121.951.050,00 €		
Turnover €	23.952.930,00 €		
Number of employees (FTE)	82,85		
Geolocation of site/s	Via Massari Marzoli 6 21052 - Busto Arsizio (VA) Italy Latitude: 45,586905° N Longitude: 8,825803° E		
Sustainability-related certification or label (description, issuer of the certification)	***		
<b>B2 - Practices, policies and future initiatives for transitioning towards a more sustainable economy</b>	<b>Value</b>		
Practices for reduction of negative impact (consumption, emissions...), training	See paragraph 4		
Policies on sustainability issues ( environment, social and governance)	EFG Sustainability Statement and Environmental Management Policy ISO14001		
Future initiatives and objectives to monitor the implementation of the policies	See paragraph 7		
<b>B3 - Energy and greenhouse gas emissions</b>			
<b>Indicators</b>	<b>Value</b>		
Total electricity consumption (MWh)	270		
Share of renewable energy (%)	45%		
Fuel Consumption (MWh)	986		
Share of renewable fuels (%)	0%		
Total consumption (MWh)	1256		
Renewable share (%)	9,6%		
CO2 emissions - GHG (tCo2eq)	254		
Greenhouse gas emissions Scope 1 (tCo2eq) from owned or controlled sources	187		
Greenhouse gas emissions Scope 2 (tCO2eq) from purchased energy (electricity, heat...)	67		
Intensity (tCO2e/euro turnover)	1,1E-05		
<b>B4 - Pollution of air, water and soil</b>			
<b>inquinante</b>	<b>Value</b>	<b>UM</b>	<b>data</b>
Air pollutant - Total dust (painting)	1,13+/- 0,04 (limit 3)	mg	2023-12-05
Air pollutant - Total dust (painting)	1,19+/-0,07 (limit 3)	mg	2023-12-05
Air pollutant - Total dust (painting)	1,12+/-0,06 (limit 3)	mg	2023-12-05
Air pollutant - Total dust (welding)	1,27+/-0,08 (limit 10)	mg	2023-12-05
Air pollutant - PAH (welding)	<0,005 (limit 0,01)	mg	2023-12-05
Air pollutant - Total dust (plasma cutting)	1,54 +/-0,06 (limit 10)	mg	2023-12-05
Water pollutant	absent		
Soil pollutants	absent		

# ANNEX

Section - Title	Data
<b>B5 -Biodiversity</b>	<b>Value</b>
n° of sites	1
total area of the sites (in hectares)	4,07
biodiversity sensitive area (in hectares)	0
total use of land (in hectares)	2,32
total sealed area (in hectares)	1,13
total nature-oriented area on-site (in hectares)	0,62
total nature-oriented area off-site (in hectares)	0
<b>B6 -Water</b>	<b>Value</b>
Total water withdrawal (m3)	2698
Total water withdrawal in high water-stress areas (m3)	0
Difference between water withdrawal and water discharge (m3)	0
<b>B7 -Resource use, circular economy and waste management</b>	<b>Value</b>
Application of circular economy principles	See paragraph 2
Annual production of non-hazardous waste (t)	85,4
Annual production of hazardous waste (t)	7,9
Annual production of radioactive waste (t)	0
Total waste diverted to recycling /reuse (t)	85,3
Annual mass-flow of (relevant) materials (t)	118
<b>B8 -Workforce – General characteristics</b>	<b>Value</b>
Total number of employees (FTE)	82,85
Employees on fixed term contract (FTE)	3,00
Employees on permanent contract (FTE)	79,85
Male employees (FTE)	74,20
Female employees (FTE)	5,65
Country	Italia
Turnover rate (%)	16%
<b>B9 -Workforce – Health and safety</b>	<b>Value</b>
number of accidents	2
rate of accidents (%)	2,75
number of work-related diseases	0
number of deaths due to injury	0
<b>B10 -Workforce – Remuneration, collective bargaining and training</b>	<b>Value</b>
Employees earning ≥ minimum wage (%)	100%
Percentage gap in pay between female and male employees (%) (only if employees >150)	N.A.
Percentage of employees covered by collective bargaining agreements (%)	100%
Average hours of training per employee – Males	5,3
Average hours of training per employee – Females	6
<b>B11 - Convictions and fines for corruption and bribery</b>	<b>Value</b>
Number of convictions for corruption/bribery	0
Total amount of fines (euro)	0