

Sustainability *Manifesto*

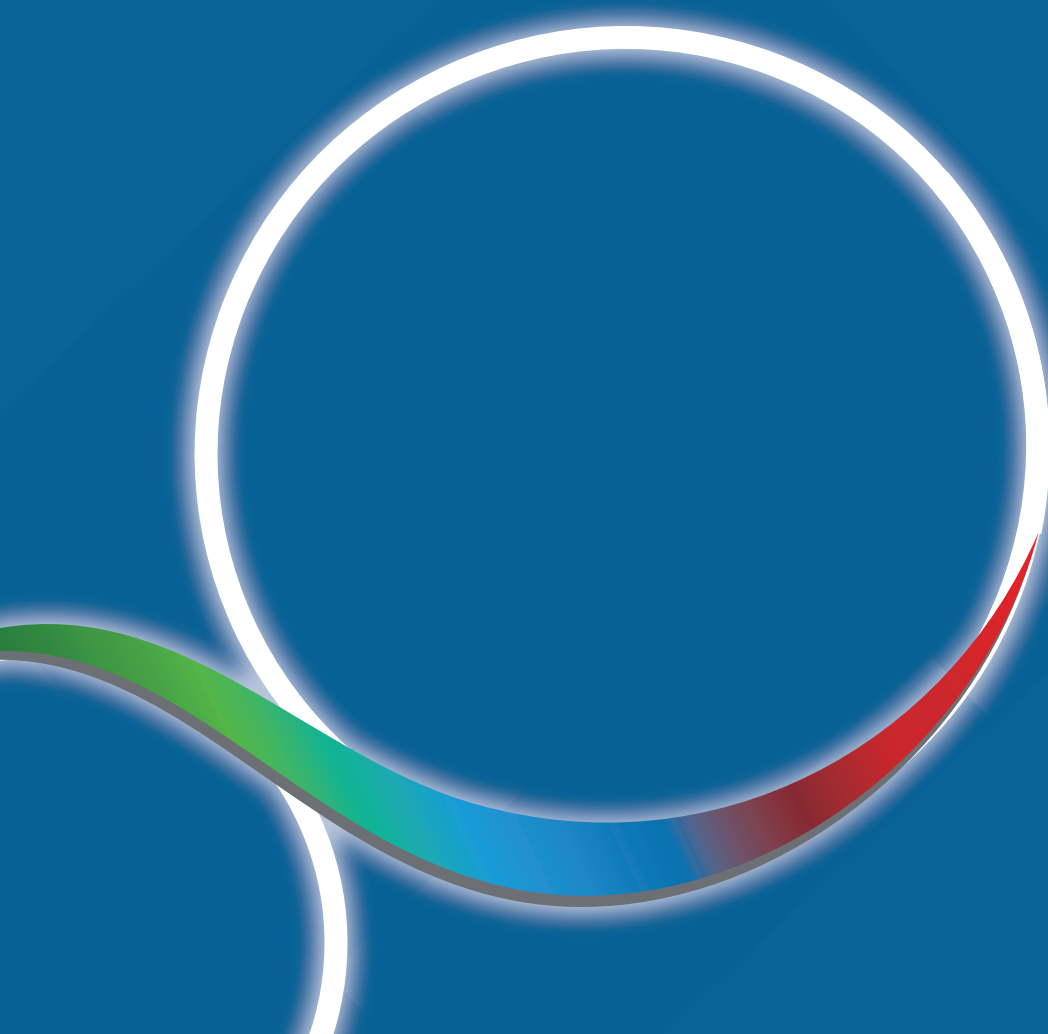
Our Sustainability Manifesto

We at Ilpa Group, with the Sustainability Manifesto, aim to reflect the sense of responsibility we have towards our people, our community and the surrounding environment in which we operate, in order to guarantee future generations the protection of the economic, social and natural heritage that we are privileged to be able to manage today.

We are an European leader in the production of thermoformed plastic and bioplastic food packaging, as well as in the market for semi-finished plastic products for applications in the agro-food and industrial fields.

This is complemented by our recycling business in which one of the Group's companies specialises. Our Group is among the few in Europe to have vertically integrated the recycling of PET food packaging, and since 2012 this activity has been converting post-consumer packaging waste into high-quality secondary raw material.

Ultimately, as a Group, we are committed to creating and promoting a culture of sustainability that becomes an integral part of our business strategy by fostering responsible economic growth, thus making a tangible contribution to the protection of the environment and defining concrete actions to improve the general well-being of the society in which we operate.

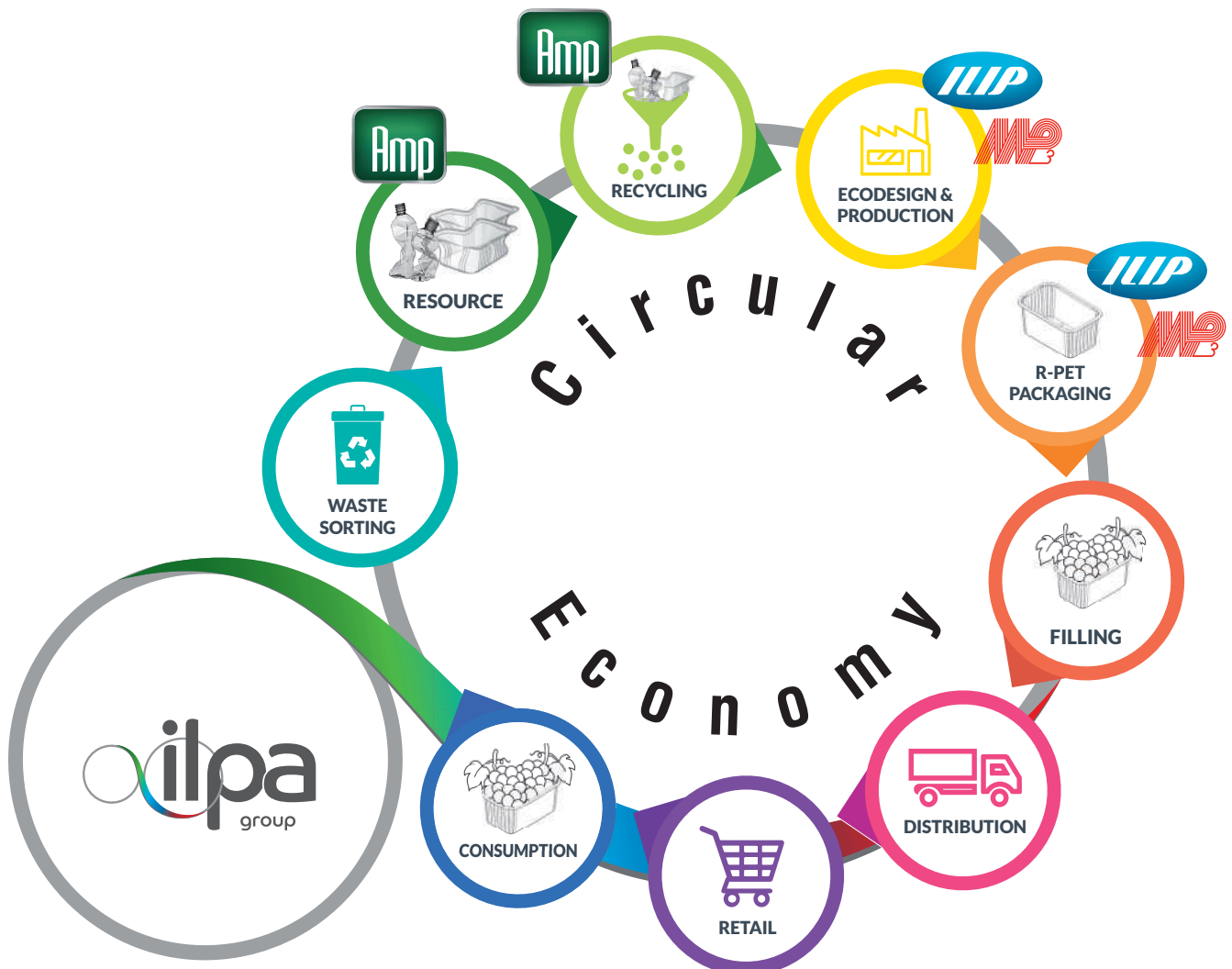


Resource use and **Circular Economy**

For more than two decades now, we have abandoned the old linear model of plastic production and consumption and have taken the responsibility of embarking on a journey to make our products increasingly circular and sustainable, embracing a model based on the circular economy and responsible resource management.

This journey of responsibility, research and innovation begins with the selection of raw materials and extends to the end-of-life management of products, considering their functions and their specific environmental impacts.

Aware of the fact that there is no change without evolution, this transformation has been possible through the continuous implementation of circular economy and eco-design projects over time, and projects that have enabled the reduction of waste and the reuse of production scraps, thus favouring the more sustainable use, recycling and reuse of resources.





Valuing and protecting **People**

Our aim is to generate a positive impact on all Group employees and collaborators, towards whom we are committed to offering maximum support in terms of creating an increasingly inclusive working environment and ensuring full respect for their rights and protection of their health and safety.

In addition, we aspire to increase the work-life balance of our employees through the promotion of flexible working, to better reconcile their needs.

The desire to enhance the authenticity of the individual and his or her talent guides us in the development of specific training programmes that increase not only technical skills but also soft skills. We are committed to extending the 'Zero Accident Goals' project, already launched for MP3, to the remaining two Group's companies.



Reducing the **Environmental footprint**

Our goal is to reduce the environmental footprint at Group level through specific programmes and projects developed along the entire value chain, from raw materials, through production facilities, to logistics and product distribution.

To this end, we have also invested significant resources to monitor and minimise the energy consumption generated by the production activities of our factories, and we are committed for the future to favour, ever more strongly, the use of alternative energy sources, including the already installed solar panels, rather than fossil fuels, to significantly mitigate carbon dioxide emissions into the atmosphere.



Supply chain

Sustainability

We are committed to fostering the development of a responsible supply chain, with the intention of integrating ESG criteria in the selection of our suppliers for constant monitoring and measurement of their performance.

Our aim is to build a collaborative and mutually trusting relationship with our business partners, thus ensuring the smooth running of all Group activities.

Supporting **Local Communities**

For over 60 years, our Group has had a very close link with local communities. Today our commitment is to maintain and reinforce this bond, supporting the territory especially through collaborations with schools and through the realisation of educational social projects.

We have educational projects in place to promote a culture of correct use of packaging and its end-of-life, and projects for educational purposes to make our products and their characteristics known.

Finally, our Research and Development intends to continue with ever renewed commitment the collaboration that we have had for years with important Italian and international academic institutions to develop innovative and sustainable products.



Good Business *Conduct*

The industry in which we operate requires us to act responsibly and consciously. We assume the responsibility to carry out every activity by placing at the centre of operations the sharing and respect of well-defined principles, from which we never intend to disregard.

We are committed to representing a cluster of companies in which correctness, honesty, fairness and impartiality of behaviour within and outside the companies of the Group constitute a common way of thinking and acting, as set out in our Code of Ethics. All the companies of our Group have also adopted an Organisation, Management and Control Model (MOG 231) that guarantees the performance of business activities in full compliance with fairness and legality.

Timely and transparent reporting of the progress made, and the results achieved, applying criteria that are shared and understandable by all stakeholders, is of fundamental importance to us.

