

Sustainability Report

30 APRIL 2024

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INTRODUCTION

A man and a woman are standing in a factory setting. The man is wearing a dark polo shirt with the 'Colben' logo. They are positioned next to a large, highly polished, curved metal component, possibly a turbine part, which is mounted on a machine. The background shows industrial equipment and a bright light source.

- Colben is specialized in precision machining, especially for medium and large components. Based in the Italian province of Vicenza, in the town of San Vito di Leguzzano, the company performs a full range of finishing processes on all types of metal and metal alloys.
- With an in-house research and development team, the company is able to provide custom services with extreme precision, starting from the technical drawing, to finish parts with great care. On request, the company is able to produce individual pieces or small batches from start to finish, as well as to work closely with the customer to find the best solutions for their prototypes.



- Compliance with Italian Legislative Decree No. 81 of 9 April 2008 on safety in the workplace with a view to continuous improvement
- Training in occupational health and safety for both employees and interns



- Colben is a partner of AVNetwork, a training program aimed at developing staff and improving communication, as well as matching labor supply and demand and providing specific vocational training, with the goal of increasing the employability of NEETs in the community.



- Promoting interaction with local schools to promote the inclusion of women in what have thus far been predominantly male roles
- Supporting STEM education for girls in middle school.



- Recovery of waste from the processing of raw materials
- 100 kWh photovoltaic system for the production and consumption of renewable energy
- Replacement of the lighting system with LED bulbs in the production and office spaces



- Appreciating the value of the individual
- Development of professional skills
- Individual growth with the possibility of relocation within the organization
- Collaboration with local middle and secondary schools.



- Lasting and sustainable economic growth
- Striving for better working conditions and environment
- Promoting inclusive work policies and working environments that contribute to a positive workplace.



Materiality

2024 ANALYSIS

The annual materiality analysis looks at both the areas envisaged under Italian Legislative Decree 254/2016 and the characteristics of the sector in which the company operates. The 2024 materiality analysis concerning 2023 followed the approach required by the new 2021 GRI Universal Standards, which requires identifying the material issues on which organizations generate the most significant impacts with regard to Environmental, Governance and Social matters.

The overall list of impacts, generated during the identification phase, has been evaluated with the involvement of the Sole Director and the various stakeholders. An in-house quality review has been conducted for the assessment of impact materiality, in line with the requirements of the GRI Universal Standards.

The results allowed for the creation of the list of material issues, as required by the 2021 GRI Universal Standard.

Materiality Analysis

Negative impacts	Type	ESG	SOURCE	Related issue
emission of pollutants	Actual	E	Environmental Assessment	Emission of pollutants and greenhouse gases
negative noise impact exceeding limits	Potential	E	Environmental Assessment	Health and Safety in the workplace
particulate emissions	Actual	E	Environmental Assessment	Emission of pollutants and greenhouse gases
spillage of substances on the ground	Potential	E	Environmental Assessment	Environmental protection
exhaust emission	Actual	E	Environmental Assessment	Emission of pollutants and greenhouse gases
spillage of oils	Potential	E	Environmental Assessment	Environmental protection
toner consumption and disposal	Actual	E	Environmental Assessment	Waste Management
overproduction and improper management of waste	Potential	E	Environmental Assessment	Waste Management
wasted energy	Potential	E	Environmental Assessment	Use of energy and water
wasted water	Potential	E	Environmental Assessment	Use of energy and water
Fuel consumption	Actual	E	Environmental Assessment	Use of energy and water
hours of overtime	Potential	S	Assessment of Work-Related Stress	Health and Safety in the workplace
Information System Vulnerability	Actual	G	SWOT	Confidentiality and IP protection
Violation of trade secrets	Actual	G	SWOT	Confidentiality and IP protection
Lack of communication	Actual	G	SWOT	Marketing and communications
Centralization of activities within management	Actual	G	SWOT	Internal governance
Lack of seasonal staff	Actual	G	SWOT	Personnel management
Clarity of roles and responsibilities	Potential	G	SWOT	Internal governance
Provision of non-mandatory training	Actual	S	SWOT	Staff training

Positive impacts	Type	ESG	Source	Related issue
open and non-discriminatory working environment	Actual	S	SWOT	Non-discrimination and gender equality
Support of the local community and charities	Actual	G	SWOT	Relationship with the local community (sponsorships, engagement, etc.)
vendor collaboration	Actual	G	SWOT	Evaluation of suppliers and their performance
Company growth	Actual	G	SWOT	Investment and innovation
Investments in process innovation	Actual	G	SWOT	Investment and innovation
payment of taxes based on revenues	Actual	G	SWOT	Relationship with tax authorities
qualification of suppliers based on performance	Actual	G	SWOT	Evaluation of suppliers and their performance
rules in relations with government	Actual	G	SWOT	Combatting corruption
recovery and reuse of raw materials	Actual	A	SWOT	Raw materials management
lack of political relations or support	Actual	G	SWOT	Political contributions
possibility of providing more jobs	Actual	G	SWOT	Financial stability

Identification of impacts

Impact assessment and list of material issues

4 - THRESHOLD

Values	Avg
Respect for human rights, child labor, forced labor	4.8
Health and Safety in the workplace	4.7
Confidentiality and IP protection	4.5
Financial stability	4.5
Personnel management	4.5
Non-discrimination and gender equality	4.5
Waste Management	4.4
Staff training	4.4
Investment and innovation	4.3
Relationship with tax authorities	4.3
Evaluation of suppliers and their performance	4.2
Emission of pollutants and greenhouse gases	4.2
Combatting corruption	4.2
Use of energy and water	4.2
Competition management	4.1
Raw materials management	4.1
Marketing and communications	3.6
Relationship with the local community (sponsorships, engagement, etc.)	3.4
Political contributions	2.7

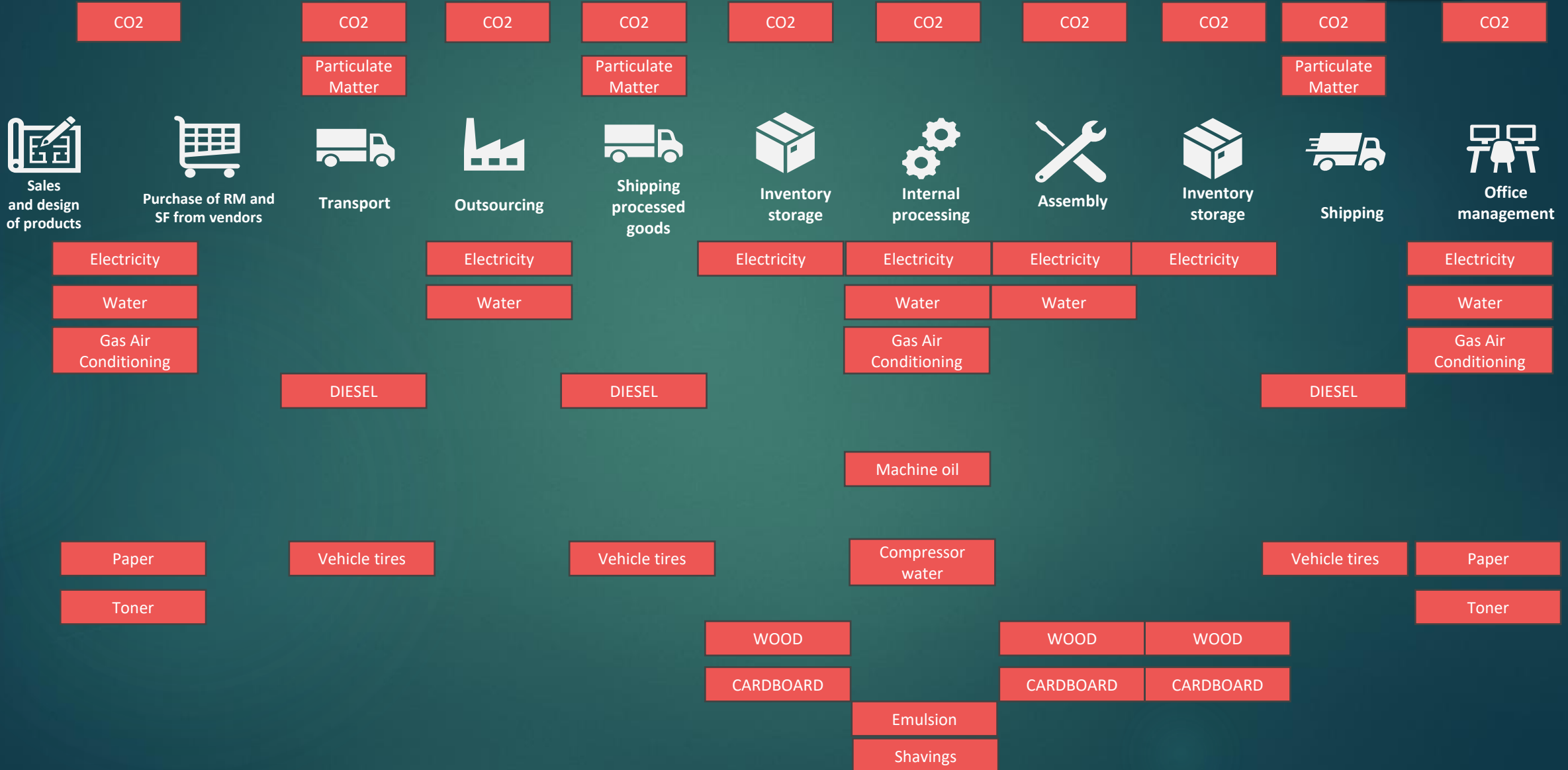
Lifecycle assessment

EMISSIONS

FLOW

CONSUMPTION

WASTE

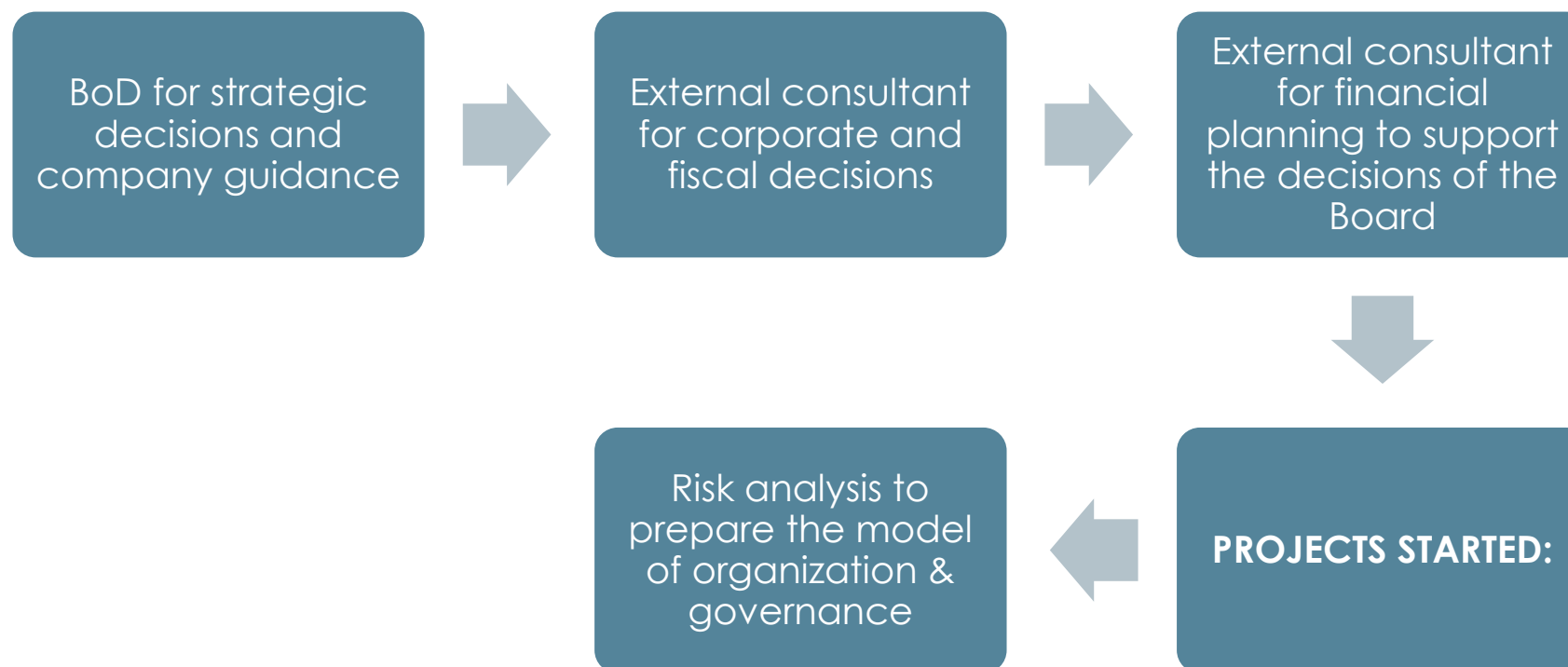


Governance

- 42** checks of order performance per year
- 12** checks of financial performance per year
- 4** budget checks per year

Governance and Compliance

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Internal regulations

- ▶ The protection of intellectual property and the confidentiality of information is key and is managed by way of internal regulations



Combatting corruption

Areas	Processes	Actions	Mechanisms	Incidents
Public procurement	Sales	Colben isn't engaged in procurements in the public sector	-	None over the three-year period
Audits by authorities (SPISAL, etc.)	Production	Internal and external processing	RAD PPSM WSR Medical Officer Firefighting and First Aid	No event
Checks by the ISO	Energy production	Photovoltaic energy production	Official declaration	No event
Relationships with individuals	Sales	Negotiations with individuals	Internal procedures	No event

Governance & Compliance

PROJECTS STARTED AND COMPLETED IN 2023:

- ▶ Broadening of scope of ISO 9001:2015 for full-service vendors



CISO is a member of

CERTIFICATO N. 39108/19/S
CERTIFICATE No.

SI CERTIFICA CHE IL SISTEMA DI GESTIONE PER LA QUALITÀ DI
IT IS HEREBY CERTIFIED THAT THE QUALITY MANAGEMENT SYSTEM OF

COLBEN S.R.L.

VIALE DELL'ARTIGIANATO 9 38030 SAN VITO DI LEGUZZANO (VI) ITALIA
NELLE SEGUENTI UNITÀ OPERATIVE / IN THE FOLLOWING OPERATIONAL UNITS

VIALE DELL'ARTIGIANATO 9 38030 San Vito Di Leguzzano (VI) ITALIA

È CONFORME ALLA NORMA / IS IN COMPLIANCE WITH THE STANDARD
ISO 9001:2015

PER I SEGUENTI CAMPI DI ATTIVITÀ / FOR THE FOLLOWING FIELD(S) OF ACTIVITIES

LAVORAZIONI MECCANICHE CONTO TERZI E IN FORNITURA COMPLETA CON MONTAGGIO DI PARTICOLARI MECCANICI JAF-17

MECHANICAL WORKS FOR THIRD PARTIES AND COMPLETE SUPPLY WITH MECHANICAL PARTS ASSEMBLY

La validità del presente certificato è subordinata a sorveglianza periodica annuale / Periodic annual surveillance is required to ensure compliance of the management system with periodicity
The validity of this certificate is dependent on an annual / or quarterly audit and on a complete review, every three years, of the management system
L'uso e la validità del presente certificato sono soggetti al rispetto del Documento ISO/IR: Regolamento per la Certificazione di Sistemi di Gestione per la Qualità
The use and validity of this certificate are subject to compliance with the IRIS document / Rules for the certification of Quality Management Systems

Prima emissione First Issue	19.12.2019	Data decisione di rinnovo Renewal/decision date	14.12.2022
Data scadenza Expiry Date	18.12.2025	Data revisione Revision date	03.01.2024

Paolo Taddei
Venice & Verona Management
System Certification, Head



GGQ N° 002 A
Numero degli Accordi di Riconoscimento ISO, IAF e IAF/IRIS
Operator of IAF, IAF and IAF/IRIS Mutual Recognition Agreements

RINA Services S.p.A.
Via Ciniacca 12 - 36128 Gerosa Italy

CISQ è la Federazione Italiana di Organismi di Certificazione del Sistema di Gestione Aziendale
CISQ is the Italian Federation of Management System Certification Bodies

Legality rating

The legality rating is a general indicator of compliance with high standards of legality of companies that have requested it. Both sole proprietorships and other business types that cumulatively meet the following requirements may request the rating:

1. operational headquarters in Italy;
2. minimum turnover of two million euros in the fiscal year ended in the year prior to that of the application;
3. being listed in the company register for at least two years as of the date of application;
4. compliance with the other substantial requirements of the Regulation.

The rating is the form of a score ranging from a minimum of one and a maximum of three stars. The applicant business gets the base score ★ if it meets all the requirements of Article 2 of the Implementing Regulations on the Legality Rating. The base score may be increased with a “+” for each additional requirement that the company meets among those stipulated in Article 3 of the Regulation. The assignment of three “+” results in the awarding of an additional star, up to a maximum rating of ★★★.

The legality rating has a duration of two years from issue and is renewable upon request.

Colben S.r.l. obtained a Legality Rating for the first time in 2023, with a rating of one star with two +.

The rating will be renewed in September 2025.

Spett.le
COLBEN S.R.L.
in persona del legale rappresentante p.t.
colbensrl@legalmail.it

COMUNICAZIONE VIA PEC

OGGETTO: *richiesta di attribuzione del Rating di legalità, ai sensi dell'art. 2, comma 1, del Regolamento adottato dall'Autorità Garante della Concorrenza e del Mercato con delibera n. 28361 del 28 luglio 2020 (di seguito, Regolamento).*

Si comunica che l'Autorità, nella sua adunanza del giorno 12 settembre 2023, ha esaminato la domanda per l'attribuzione del Rating di legalità da Voi depositata in data 6 luglio 2023.

In base alle dichiarazioni rese, nonché all'esito delle valutazioni effettuate, l'Autorità ha deliberato di attribuire a COLBEN S.R.L. (C.F. 01956800245) il Rating di legalità con il seguente punteggio: ★++.

L'impresa sarà inserita nell'elenco previsto dall'art. 8 del Regolamento. Ai sensi dell'art. 6, comma 1, del Regolamento, il Rating di legalità ha durata di due anni dal rilascio ed è rinnovabile su richiesta.

Si rammenta, infine, che ai sensi dell'art. 7, comma 1, del Regolamento, l'impresa è tenuta a comunicare all'Autorità gli eventi che incidono sul possesso dei requisiti obbligatori, la perdita di requisiti premiali e le variazioni dei dati riportati nei propri certificati camerali rilevanti per il rilascio del Rating. La violazione di tali obblighi comporta l'applicazione dell'art. 7, commi 2 e 3, del Regolamento.

Distinti saluti.

IL SEGRETARIO GENERALE
Guido Stazi

Firmato digitalmente da

Guido Stazi

C = IT
Data e ora della firma:
12/09/2023 18:53:02

ESG SCORE

In 2024, the certificate for participation in the ESG assessment was issued to Colben by way of the Synesgy platform.

COLBEN S.r.L. obtained a score of "Good" (or "B" for "buono"), i.e.:

Companies with a good level of compliance with ESG principles, in line with domestic and international best practices. The ESG score complies with the Global Reporting Initiative's international reporting standards and considers the most important, material and significant topics related to Environmental, Social and Governance factors.

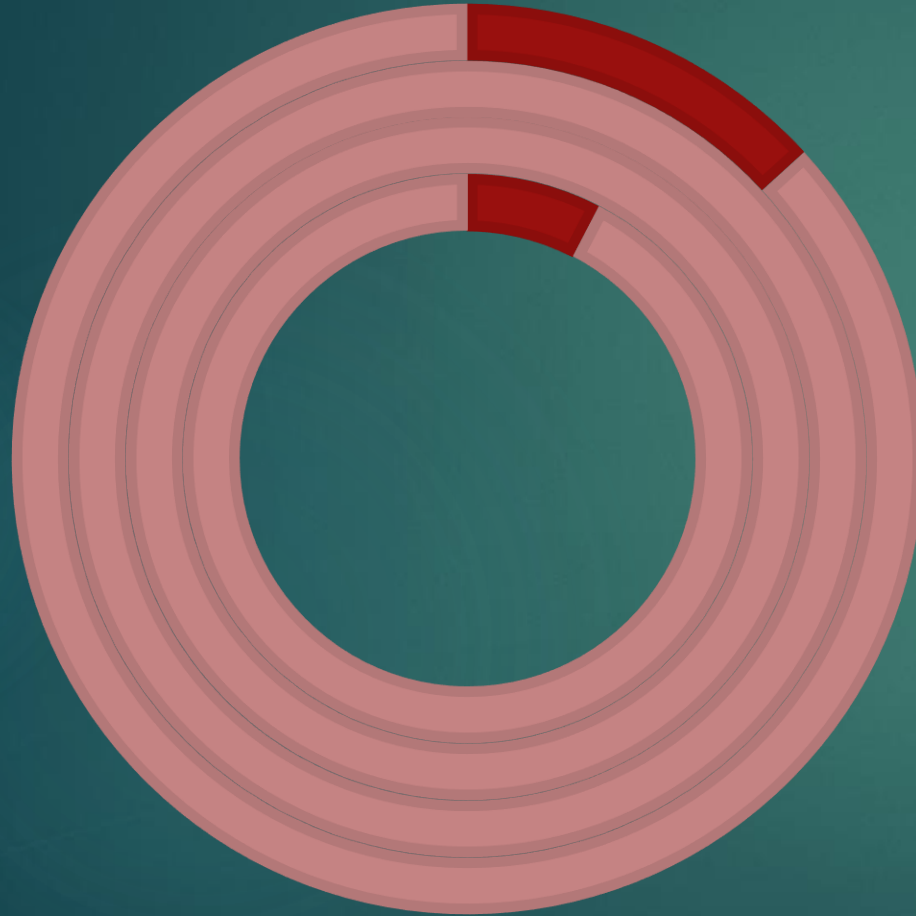




Value
generated
and
distributed

Economic value generated

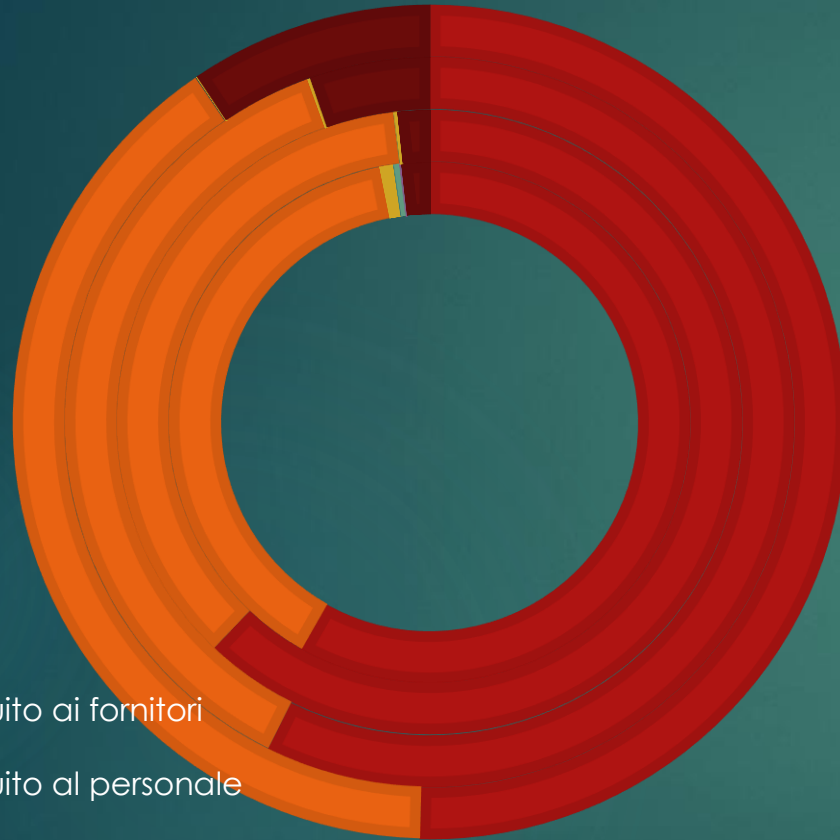
- Ammortamenti, svalutazioni e altri accantonamenti
- TOTALE VALORE ECONOMICO GENERATO NETTO



Description	2023	2022	2021	2020
TOTAL GROSS ECONOMIC VALUE GENERATED	€2,883,343	€2,660,413	€2,074,113	€1,848,414
Deprec., amort., write-downs and other provisions	€219,988	€-	€-	€244,521
TOTAL NET ECONOMIC VALUE GENERATED	€2,663,355	€2,660,413	€2,074,113	€1,603,893

Gross economic value generated has grown steadily over the last 4 years

Economic value distributed



- Distribuito ai fornitori
- Distribuito al personale
- Distribuito ai finanziatori
- Distribuito alla pubblica Amministrazione
- Distribuito agli azionisti

Description	2023	2022	2021	2020
Distributed to suppliers	€1,581,834	€1,652,444	€1,330,515	€995,622
Distributed to workforce	€998,755	€958,364	€863,507	€792,580
Distributed to lenders	€21,782	€5,799	€3,338	€1,748
Distributed to public sector	€11,507	€99	€153	
Distributed to shareholders	€-	€-	€-	
Distributed to local community and users	€3,100	€-	€-	
TOTAL ECONOMIC VALUE DISTRIBUTED	€2,616,978	€2,616,706	€2,197,513	€1,789,950
VALUE RETAINED	€46,377	€43,707	(€123,400)	(€186,057)

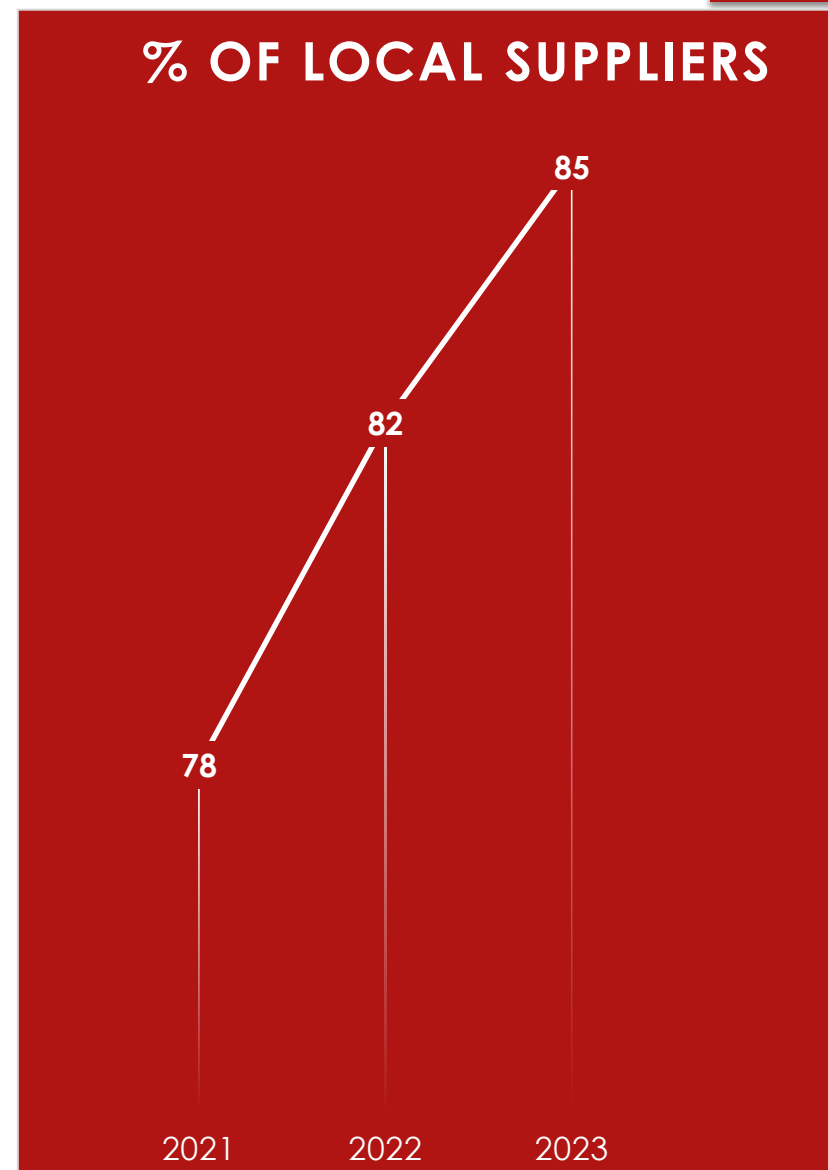
In 2023, value distributed to the supply chain accounted for 60% of total value distributed.

The workforce received 38% of that value

Supply chain management

- ▶ Supplier qualification: Colben conducts accurate qualification and evaluation of suppliers in line with the requirements of ISO 9001.
- ▶ Location of suppliers: during the three-year period, the % of spending going to suppliers based in the Veneto region of Italy increased.

20



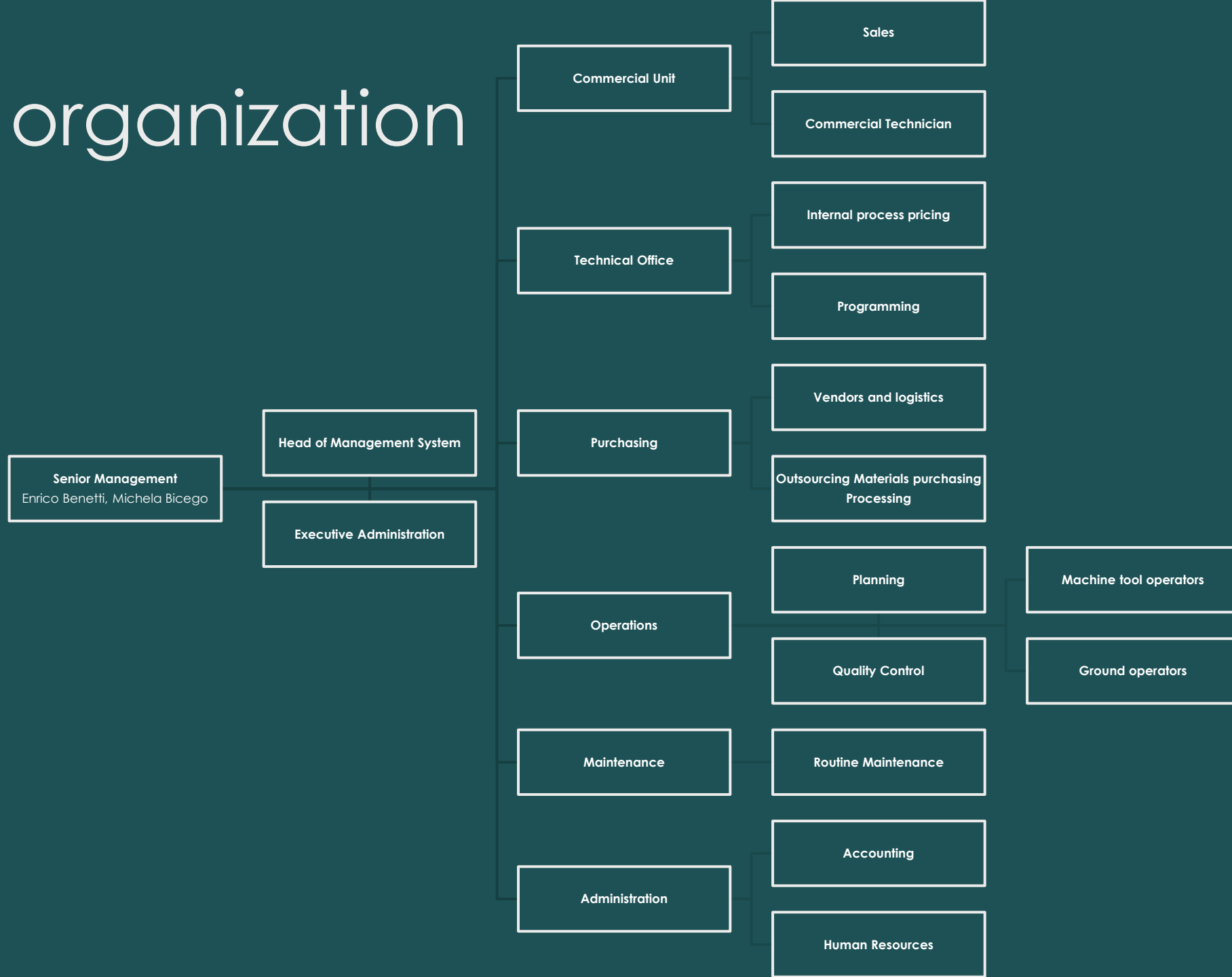
Planning and Control

Colben S.r.l. relies on the planning and control of operations as a management tool on multiple levels:

1. Planning of work orders and monitoring of order performance;
2. Budgeting and periodic monitoring of trends and performance;
3. Forecast of cash needs and periodic monitoring of actual cash flows

PERIODIC CHECKS	TIMING
Order trends	weekly
Trends in revenue and expenses	monthly
Control of budget targets	Quarterly
Budget	Yearly
Cash flows	Quarterly

The organization



Measure – Improve – Maintain

23



MEASUREMENTS ROOM

We created the measurements room for two purposes.

1. The first is to house all our certified instrumentation in an environment at a controlled temperature of 20°C.
2. The second purpose is to verify small components. Components that do not fit in this room are verified in the air-conditioned production area.



INTERNAL PROCESS OF IMPROVEMENT

We have undertaken an internal process of improvement in line with the lean philosophy, managing gaps with the PDCA and A3 approach. Internal processes have been digitized and orders are fully managed and tracked in real time (MES).



MAINTENANCE SYSTEM

The maintenance of machines is planned by way of a maintenance protocol and carried out in a timely manner to ensure maximum process quality.

With the **Active Target accessory of the API laser**, we can verify and monitor the geometry of the machine for improved performance

Process and product innovation

- ▶ During the period 2021-2023, Colben made many investments in process innovation through the use of state-of-the-art machinery and instrumentation that makes it possible to optimize and improve processes, while at the same time improving performance in terms of quality and precision of the products provided to our customers.
- ▶ At the same time, these investments have made it possible to improve the conditions under which our people at Colben work.

Year	2021	2022	2023
Investments in innovation	€1,204,255.00	€172,547.00	€116,403.00

Environmental Performance

80

Mwh self-generated in 2023

-60%

Average reduction in CO₂ for the three-year period

+50%

Increase in recycled product over the three-year period

Consumption of resources

Consumption of resources	2021	2022	2023
Fuels (l)	2074	2225	3378
Water (ML)	2,026	2,104	2,180
Natural Gas (m3)	8,758.6	-	-
Purchased energy consumed (kWh)	229,476	234,327	417,405
Self-generated energy consumed (kWh)	84,474	80,110	49,140

- ▶ Colben uses resources efficiently.
- ▶ The increase in electricity consumption in 2022 was due to the entry into service of new work centers, while in 2023 the significant increase was due to the installation of a new heating and cooling system for the entire building.
- ▶ The drop in the consumption of self-generated renewable energy was due to damage to the photovoltaic system with a consequent reduction in its efficiency.

Carbon footprint – Scope 1

SCOPE 1	2021	2022	2023
Direct emissions from purchased energy	44,376.1	45,314.2	86,433.72
Direct emissions from purchased fuels	218,964.1	-	-
total kgCO ₂ e per year	263,340.1	45,314.2	86,433.72
	-41%	-82%	

► Scope 1 emissions include direct emissions from sources owned or controlled by the company.

► The emission of CO₂ derives essentially from electricity purchased and produced.

► The absolute value falls over the years due to the company's decision to close the natural gas meter at the end of March 2021 and use only electricity.

► In 2023, there was an increase in emissions from the purchase of electricity due both to the damage suffered to the photovoltaic system and consequent reduced production and to the increase in energy purchased for the operation of the new electrical heating and cooling system.

Carbon footprint – Scope 2

- ▶ Scope 2 emissions include indirect emissions of greenhouse gases resulting from electricity purchased and consumed by the company.
- ▶ In 2023, the introduction of new plant led to the purchase of more energy to run them.

SCOPE 2	2021	2022	2023
Indirect emissions from purchased energy	121,851.76	124,427.64	221,642.06

Energy intensity (MJ)



	2021	2022	2023
Natural Gas	7,275.60	-	-
Fuels	74,525.00	79,967.90	121,417.20
Non-renewable fuels	81,800.60	79,967.90	121,417.20
Electricity purchased	826,113.60	843,577.20	1,502,658.00
Renewable electricity produced	420,120.00	397,800.00	269,640.00
Total power consumption	1,409,834.80	1,401,313.00	2,015,132.40

- ▶ Colben's production is based on the use of electricity and natural gas (the latter only for heating and only until 2021).
- ▶ Since 2022, electricity has become the mainstay of the company's energy base. Natural gas consumption has been reduced to zero thanks to the purchase of a new air conditioning system for the production building, which runs entirely on electricity.
- ▶ Colben also owns a 100 kWh photovoltaic system, which saw reduced production in 2023 due to damage to a number of solar panels.

Waste Management



Waste in metric tons (t)

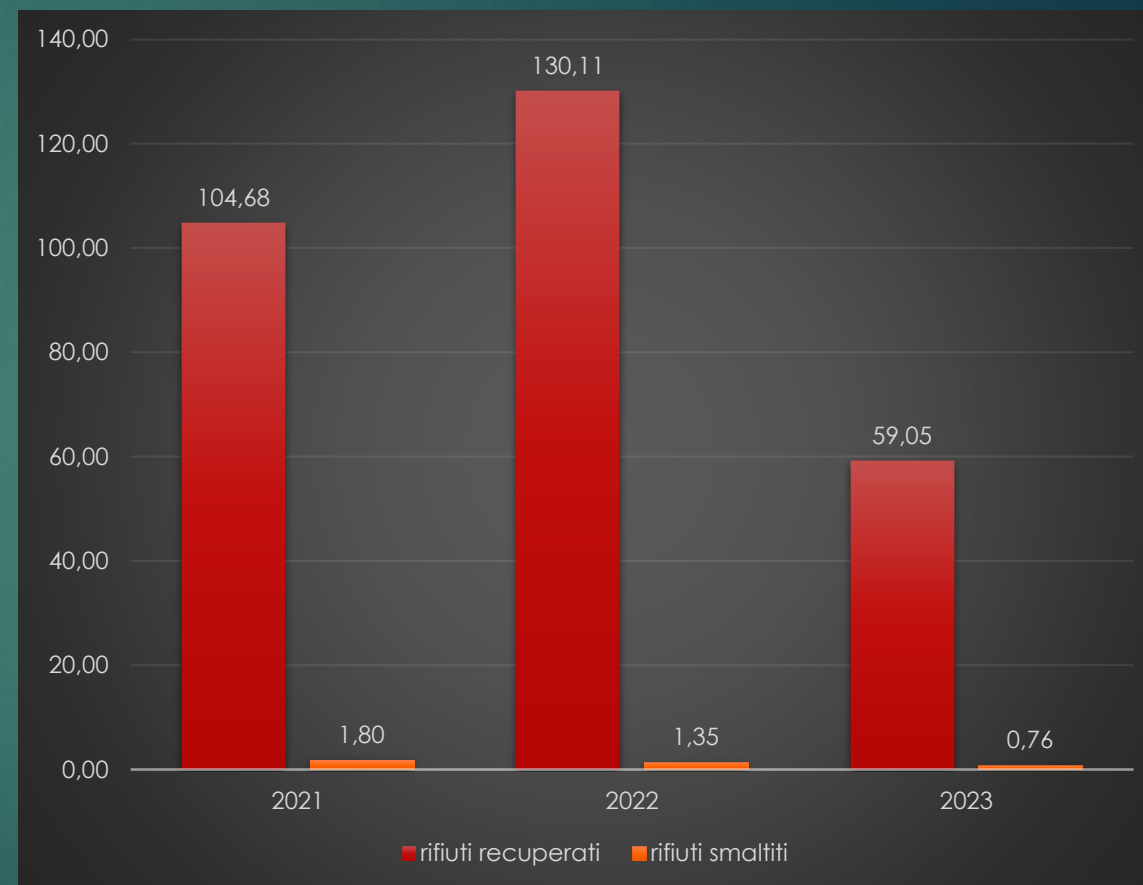
Year		2021		2022		2023	
Type		hazardous	non-hazardous	hazardous	non-hazardous	hazardous	non-hazardous
Avoided disposal	Preparing for re-use	-	-	-	-	-	-
	Recycling	-	103.17	-	128.14	-	59.05
	Other recovery actions	0.40	1.11	0.36	1.61	-	0.76
Disposal	Incineration with energy recovery	-	-	-	-	-	-
	Incineration without energy recovery	-	-	-	-	-	-
	Treatment of wastewater	1.80	-	1.35	-	4.5	-
	Sent to landfill	-	-	-	-	-	-
	Other disposal actions	-	-	-	-	-	-
Total waste		2.20	104.28	1.71	129.75	4.50	59.81

Waste Management

► Over the years, Colben S.r.l. has gradually increased the tons of product we can recycle, going from 63.78 metric tons in 2020 to 130.11 metric tons in 2022.

Over the course of 2023, the amount of waste produced has significantly decreased.

In the same year, the amount of shavings waste recovered increased.



Total recovered process waste, to be recycled			
year	2021	2022	2023
metal chips (t)	61.7	122.03	557.30

Recovery of raw materials

COLBEN periodically recovers process waste in the form of metal shavings. This metal is collected in containers and sold to qualified suppliers for **recovery** of the raw material.



Origin of raw materials

Colben is currently interacting with our supply chain to determine the origin of the raw materials we process:

- ▶ % recycled raw material;
- ▶ % raw material recovered

Raw materials purchased directly by Colben are analyzed, excluding any material sent by customers

Social Performance

40

Average age of workforce

13%

Percentage of women

740

Training hours in total

Our people

People are our most valuable asset at Colben S.r.l.

Our main goal is for everyone at Colben to be healthy and satisfied with their jobs.

For this reason, we aim to develop their skills each year with the aim of establishing career paths aimed at:

1. upskilling;
2. evolving roles based on the individual's abilities, which may also include moving up within the organization;
3. development of communication and internal dialogue;
4. Increasing worker wellbeing.

5 PARITÀ
DI GENERE



4 ISTRUZIONE
DI QUALITÀ



35



40 YEARS
AVERAGE
AGE



100% FULL-
TIME
EMPLOYEES

12.5%
WOMEN



87.5% MEN



91%
EMPLOYEES ON
PERMANENT
CONTRACTS

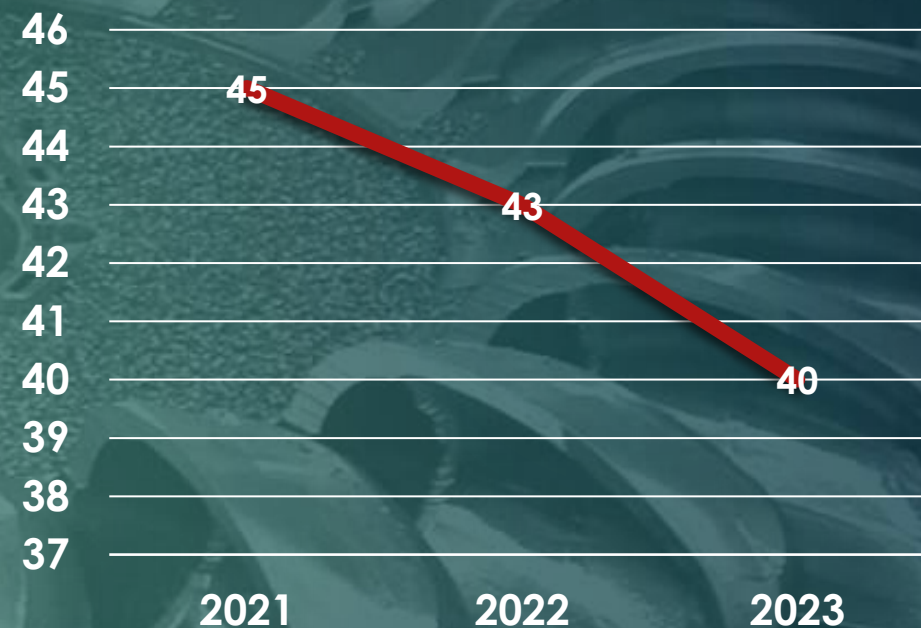
Young people at Colben

36

Colben has a **youthful workforce**:

- The average age was **40** in 2023, decreasing over the three-year reporting period.
- In 2023, new hires were all people between the ages of 18 and 33.

Età media



New hires						
Year	2021		2022		2023	
Age	Women	Men	Women	Men	Women	Men
<30	0	0	0	3	1	4
30-50	0	1	0	2	0	1
>50	0	1	0	2	0	0
Total	0	2	0	7	1	5

Gender equality



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Men and women at Colben play important roles without disparity or prejudice.

Respect for one's skills and abilities is at the core of our philosophy.

Over the three-year reporting period, no incidents of discrimination were reported, nor were there any actions that could lead to a significant risk of forced child labor.

Colben Srl promotes interaction with local schools to promote the presence of women in what have thus far been predominantly male roles, and we support STEM education for girls in middle school.

To date, Colben's development, foreign trade relations, and administration are all managed by women.

Workforce by age and gender									
Year	2021			2022			2023		
	Women	Men	%	Women	Men	%	Women	Men	%
<30		3	17%		5	22%	1	8	35%
30-50		7	39%		8	35%		7	30%
>50	2	6	44%	2	8	43%	2	6	35%
total by gender	2	16	average age: 45 years	2	21	average age: 43 years	3	19	average age: 40 years
total	18			23			24		

Workforce by gender			
Year	2023	2022	2021
% women	13%	9%	11%
% men	88%	91%	89%

Training

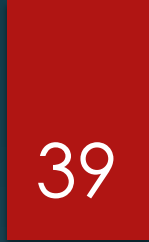
- ▶ At Colben, we seek to provide all the necessary training to improve processes, increase the skills, enhance job security, and improve internal relations.
- ▶ Training involves all personnel, both on the production floor and in the offices.

	2021	2022	2023
Hours of training	417	1560	740
Training hours per employee	23.2	67.8	30.8

Training provided by gender	2023		
	Men	Women	Total
hours of training	627	112	740
hours of training per person	29.9	37.5	30.8

Training provided	2023
hours of mandatory training	222
hours of non-mandatory training	518
total training hours	740

Health and safety in the workplace



► We are constantly committed to complying with Italian Legislative Decree No. 81 of 9 April 2008 on safety in the workplace, with a view to continuous improvement of the conditions of health and safety to which the people at Colben are subjected.

► During the reporting period, there were no cases of occupational illness or serious injuries in the workplace.

Injuries in the workplace	2021	2022	2023
hours worked	27263	31040	33890
no. of recordable injuries	1	1	1
no. of serious injuries	0	0	0
no. of deaths from injury	0	0	0

Injury rates	2021	2022	2023
Rate of recordable injuries in the workplace*	0.037	0.032	0.030
Rate of deaths resulting from work-related injuries	-	-	-
Rate of work-related injuries with serious consequences	-	-	-

* Rate of recordable injuries in the workplace: (number of recordable injuries in the workplace/total number of hours worked)*1,000,000

Health and safety in the workplace

▶ In 2023, 222 hours of training on occupational health and safety were provided, covering the following topics:

- ▶ General and specific training for new hires and interns
- ▶ Specific training on forklift operation
- ▶ Specific training on the manual handling of loads
- ▶ Update training on the use of the overhead cranes
- ▶ Training in response to near misses

3 SALUTE E BENESSERE



4 ISTRUZIONE DI QUALITÀ



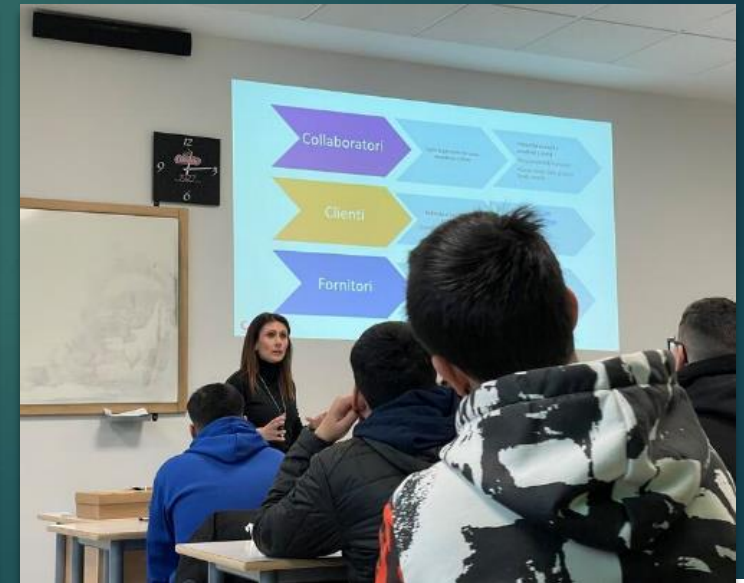
40

2023

**222 hours of
occupational
health and
safety training**

Our commitment to area schools

- ▶ Working with middle schools since 2019 to promote a culture of work and develop skills
- ▶ Dual project partner with CFP Salesiani since 2019
- ▶ Project Azienda Madrina with CFP Salesiani for 2022-2023
- ▶ Promotion of STEM education since 2022
- ▶ Workshop “Metrology: the ABCs of quality machining” for secondary school students since 2022



Colben S.r.l. is a participating member of the ITS Meccatronico Foundation

▶ ITS MECATRONICO VENETO FOUNDATION

- ▶ The foundation is responsible for organizing and providing two-year training programs for vocational secondary schools.
- ▶ In addition, the foundation:
 - ▶ – designs and implements specialized courses for workers;
 - ▶ – designs and implements short courses for the unemployed;
 - ▶ – helps young people find work at the end of the courses;
 - ▶ – implements refresher courses for teaching staff at vocational secondary schools in scientific and technical disciplines and other vocational training (primarily for foundation members), in addition to the training of trainers engaged in providing the courses themselves;
 - ▶ – conducts refresher courses for the workforce of foundation members;
 - ▶ – provides orientation programs for young people entering technical professions.
- ▶ (source: www.itsmeccatronico.it/la-fondazione/)



Colben, an AVneetwork partner



AVneetwork

- ▶ Alto Vicentino Neetwork is a project of [Samarcanda Società Cooperativa Sociale Onlus](#) supported by the [Cariverona Foundation](#)
- ▶ This stems from a **desire shared with a number of companies in the area** to create a training program to enhance **employee training** and improve communication, while matching labor supply and demand and providing other specific and vocational training, thereby increasing the employability of NEETs in the community.



Methodology

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This Sustainability Report is a document that Colben S.r.l. has decided to publish in order to provide stakeholders with the information necessary to assess the company's economic, environmental and social impact. Colben S.r.l. is represented within this document by data and descriptions that present the actions taken by the company in various areas that define our social responsibility. This document is then made available to all interested parties and is updated annually.

Colben S.r.l. has prepared this sustainability report based on the international GRI Standard Sustainability Reporting Guidelines issued by the Global Reporting Initiative (GRI), which may be found at www.globalreporting.org.

The reporting period of the data presented is the three-year period 2021-2022-2023.

GRI Content Index		
Declaration of use	Colben S.r.l. has prepared the report "with reference" to GRI standards for the period 2021-2023	
GRI 1 Used	GRI 1: Foundation 2021	
GRI STANDARD	GRI INDICATOR DESCRIPTION	PAGE
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	Place of operations	3
	Information on employees and other workers	35, 36, 37, 38
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- ▶ For information on this Sustainability Report, write to: michela.bicego@colbensrl.com
- ▶ Sustainability Report developed with the collaboration of Scuada www.scuada.it/sostenibilita

