



IMPRIMA

ESG

ENVIRONMENTAL SOCIAL GOVERNANCE

REPORT 2023

STRICTLY CONFIDENTIAL

ESG REPORT

Introduction



MISSION

Born to be the leading global, creative, innovative and sustainable textile business partner

VALUES

Smartness & Effectiveness
Innovation & Sustainability
Efficiency & Immediacy

MAIN HIGHLIGHTS

SECTOR:

Printing and textile manufacturing

PRODUCTS:

Printing and textile finishing services

COMPANIES OF THE GROUP AS OF 31/12/23

Imprima srl (IT)

Imprima Platform Morocco SA (MA)

EMPLOYEES:

404 (as of 31/12/23)

OPERATING SITES:

3 Plants (2 in Italy, 1 in Morocco)

2 Branches (USA, China)

MAIN COUNTRIES OF OPERATIONS AND SALES

Europe, USA, China

ESG REPORT

Materiality Analysis



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Imprima Group relevant ESG topics have been identified through the implementation of the materiality analysis process, which enables the Group to determine the material topics, i.e. those economic, social and environmental aspects on which a Group has a significant effect (positive or negative) and which could substantially influence stakeholders' assessments and decisions.

This analysis has been carried out in line with the "Global Reporting Initiative Sustainability Reporting Standards", defined by the Global Reporting Initiative (GRI), an international standard for sustainability reporting which constitutes a universally accepted reporting model. Moreover, the analysis has been integrated with a benchmarking activity on sustainability issues reported by the main sector peers. The following materiality matrix is the outcome of the process:



ESG TOPICS

- ENVIRONMENTAL**
 - Energy, emissions and water consumption
 - Effluent and waste management
 - Sustainable materials
- SOCIAL**
 - Health and safety at work
 - Diversity, inclusion and equal opportunities
 - Quality and safety of products
 - Responsible sourcing
- GOVERNANCE**
 - Business ethics and anti-corruption

ESG REPORT

ESG KEY PERFORMANCE INDICATORS IDENTIFICATION: ENVIRONMENTAL (1/2)

Below are reported the ESG Key Performance Indicators related to the ESG issues identified within the materiality matrix:

ESG TOPIC

Energy, emission and water consumption

Effluent and waste management

TOPIC GRI

- > GRI 302: Energy
- > GRI 303: Water and Effluents
- > GRI 305: Emissions

- > GRI 303: Water and Effluents
- > GRI 306: Waste

ESG KPI

GRI 302: Energy consumption within the organization

★ GRI 303-3: Water withdrawal

GRI 305-1: Direct (scope 1) GHG emissions

GRI 305-2: Energy indirect (scope 2) GHG emissions

★ GRI 303-4: Water discharge

★ GRI 306-3: Waste generated



LEGENDA
COMPANY-SPECIFIC KPI

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ESG KEY PERFORMANCE INDICATORS IDENTIFICATION: ENVIRONMENTAL (2/2)

Below are reported the ESG Key Performance Indicators related to the ESG issues identified within the materiality matrix:

ESG TOPIC

Sustainable materials

TOPIC GRI

> GRI 301: Materials

ESG KPI

- ★ GRI 301-1: Materials used by weight or volume
- ★ GRI 301-2: Recycled input materials used



LEGENDA
COMPANY-SPECIFIC KPI

ESG REPORT

ESG KEY PERFORMANCE INDICATORS IDENTIFICATION: SOCIAL (1/2)

Below are reported the ESG Key Performance Indicators related to the ESG issues identified within the materiality matrix:

ESG TOPIC

Health and safety at work

Diversity, inclusion and equal opportunities

Quality and safety of products

TOPIC GRI

> GRI 403: Occupational Health and Safety

> GRI 401: Employment
> GRI 405: Diversity and Equal Opportunity
> GRI 406: Non-discrimination

> GRI 416: Customer Health and Safety

ESG KPI

- ★ GRI 403-9: Work-related injuries
- ★ GRI 403-10: Work-related ill health
- GRI 102-8: Information on employees and other workers
- GRI 401-1: New employee hires and employee turnover
- GRI 405-1: Diversity of employees
- GRI 406-1: Incidents of discrimination and corrective actions taken
- ★ GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services



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COMPANY-SPECIFIC KPI

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ESG KEY PERFORMANCE INDICATORS IDENTIFICATION: SOCIAL (2/2)

Below are reported the ESG Key Performance Indicators related to the ESG issues identified within the materiality matrix:

ESG TOPIC

Responsible sourcing

TOPIC GRI

- > GRI 308: Supplier Environmental Assessment
- > GRI 412: Human Rights Assessment
- > GRI 414: Supplier Social Assessment

ESG KPI

- ★ GRI 308-1: New suppliers that were screened using environmental criteria
- ★ GRI 412-1: Operations that have been subject to human rights reviews or impact assessment
- ★ GRI 414-1: New suppliers that were screened using social criteria



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COMPANY-SPECIFIC KPI

ESG REPORT

ESG KEY PERFORMANCE INDICATORS IDENTIFICATION: GOVERNANCE

Below are reported the ESG Key Performance Indicators related to the ESG issues identified within the materiality matrix:

ESG TOPIC

Business ethics and anti-corruption

TOPIC GRI

- > GRI 205: Anti-corruption
- > GRI 307: Environmental Compliance
- > GRI 405: Diversity and Equal Opportunity
- > GRI 419: Socioeconomic Compliance

ESG KPI

- ★ GRI 205-2: Communications and training about anti-corruption policies and procedures
- GRI 205-3: Confirmed incidents of corruption and action taken
- ★ GRI 307-1: Non-compliance with environmental laws and regulations
- GRI 405-1: Diversity of governance bodies (parent company)
- GRI 419-1: Non-compliance with laws and regulations in the social and economic area



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COMPANY-SPECIFIC KPI

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ESG KEY PERFORMANCE INDICATORS (1/3)

ENVIRONMENTAL ^{1,2}								
GRI	KPI	UoM	2023	2022	2021	2020	2019	Δ% ₍₂₃₋₂₂₎
GRI 301-1	Materials used by weight	t	3,974	5,271	5,882	5,239	-	-24.6%
	➤ of which, renewable materials	%	13.7%	14.2%	13%	7%	-	-
GRI 301-2	Recycled input materials used	t	964	1,397	1,772	427	-	-31.0%
GRI 302-1	Energy consumption within the organization	GJ	207,241	220,073	253,172	243,387	280,413	-5.8%
	➤ of which, renewable energy	%	2.2%	0%	0%	0%	0%	-
GRI 302-3	Energy intensity	GJ/thousands meters of textiles produced	16.71	13.72	14.09	14.64	-	+21.8%
GRI 303-3	Water withdrawal	Megaliters	307	323	397	391	459	-5.0%
GRI 303-4	Water discharge	Megaliters	259	301	351	340	n/a	-14.0%
GRI 305-1	Direct GHG emissions (Scope 1)	tCO ₂ eq	10,166	10,686	12,347	11,775	13,707	-4.9%
GRI 305-2	Energy indirect GHG emissions (Scope 2 Location-Based)	tCO ₂	2,448	2,723	3,169	3,663	4,190	-10.1%
GRI 305-4	GHG emissions intensity (Scope 1 + Scope 2 Location-Based)	tCO ₂ eq/thousands meters of textiles produced	1,02	0,84	0,86	0,93	-	+21.7%
GRI 306-3	Waste generated	t	540	1,449	2,051	1,885	1,029	-62.7%
	➤ of which, non-hazardous	%	99.7%	100%	100%	100%	90%	-

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ESG KEY PERFORMANCE INDICATORS (2/3)

SOCIAL								
GRI	KPI	UoM	2023	2022	2021	2020	2019	Δ%(23-22)
GRI 2-7	Information on employees as of 31.12	n.	404	440	446	484	571	-8.2%
	➤ of which with permanent contract	%	97%	95%	94%	99%	99%	-
GRI 2-8	Number of workers who are not employees (interns)	n.	5	1	3	2	-	400%
GRI 308-1	New suppliers screened using environmental criteria	%	0%	0%	0%	-	-	-
GRI 401-1	Rate of new employee hires	%	13%	20%	20%	15%	n/a	-36.9%
	Rate of employee turnover	%	22%	21%	28%	30%	n/a	+0.8%
GRI 403-9	Rate of employees work-related injuries	n.	1.8	1.6	0.9	1.8	4.2	+13.5%
GRI 403-10	Work-related ill health	n.	0	0	0	0	0	-
GRI 405-1	Diversity of employees as of 31.12							
	➤ women	%	31%	34%	35%	35%	34%	-8.0%
	➤ <30 years old	%	10%	13%	15%	11%	n/a	-21.7%
	➤ 30-50 years old	%	55%	54%	54%	61%	n/a	+1.6%
GRI 406-1	Incidents of discrimination	n.	0	0	0	0	0	-
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	n.	0	0	0	0	0	-

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ESG KEY PERFORMANCE INDICATORS (3/3)

GOVERNANCE ¹¹								
GRI	KPI	UoM	2023	2022	2021	2020	2019	Δ%(23-22)
GRI 2-27	Instances of non-compliance with laws and regulations	n.	0	0	0	0	0	-
GRI 205-2	Governance body members and employees that the organization's anticorruption policies and procedures have been communicated to	%	100%	100%	100%	0%	-	0%
GRI 205-3	Confirmed incidents of corruption	n.	0	0	0	0	0	-
GRI 405-1	Diversity of governance bodies as of 31.12 on the Board of the parent company							
	<ul style="list-style-type: none"> ➤ women ➤ 30-50 years old 	% %	33% 0%	50% 25%	40% 40%	40% 40%	n/a n/a	-33.3% -100%

ESG REPORT

MAIN POLICIES AND INITIATIVES IN PLACE



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- Organizational Model ex D.Lgs. 231/2001 (Imprima Srl)
- Code of Ethics (Group)
- Whistleblowing procedure (Imprima Srl)
- ISO 14001:2015 (Imprima Srl - Bulgarograsso plant)
- Environmental Policy (Group)
- Sustainability Department (under the QHSE Department)
- State-of-art purification and recycling systems for industrial water, i.e., biological system, under-vacuum evaporator, chemical-physical plant (Imprima Srl)
- STANDARD 100 BY OEKO-TEX (Group)
- Global Organic Textile Standard - GOTS (Group)
- Organic Content Standard (Group)
- Global Recycle Standard (Group)
- RCS 100 - Recycled Claim Standard (Group)
- FSC (Imprima Srl)
- Ecovero/Lenzing viscose (Imprima Srl)
- Better Cotton Initiative (Imprima Srl)
- Screening of suppliers based on environmental criteria (Imprima Srl - Bulgarograsso plant)
- Compliance with REACH (Bulgarograsso and Lonate plants)
- Compliance with ZDHC and Manufacturing restricted substances list, presence on Gateway ZDHC (Bulgarograsso and Lonate plants)
- Join Life label (sustainability project to promote the sustainability of fabrics)
- Customers ESG Audit – (Bulgarograsso and Lonate plants)
- ICS Social Audit (Bulgarograsso and Lonate plants)

ESG REPORT

ACTION PLAN: ENVIRONMENTAL

Environment				
ESG topics	Targets	Timeline	Progress	
Energy, emissions and water consumption	Development of an Environmental Policy at a Group level	By 2022	✓	
	Adoption of an environmental management systems certified ISO 14001 at the Bulgarograsso and Lonate Pozzolo plants	By 2021 (Bulgarograsso plant)	✓	
		By 2024 (Lonate Pozzolo plant)	In progress	
	Adoption of an energy management systems certified ISO 50001 at the Bulgarograsso and Lonate Pozzolo plants	By 2025	In progress	
	Effluent and waste management	Implementation of a photovoltaic system at the Bulgarograsso plant (to cover 20% to 30% of the total energy consumption of the plant)	By 2022	In progress
		Revamping of the plant in Lonate Pozzolo by installing industrial boilers and a photovoltaic system	By 2024	In progress
		Implementation of a cogeneration system at the Lonate Pozzolo plant	By 2024	In progress
Supply of electricity only from renewable and certified sources, for all Italian sites of the parent company Imprima S.r.l. (market-based Scope 2 GHG emissions = 0)		By 2024	In progress	
Definition of emission compensation projects regarding Scope 1 GHG emissions. Target: zero net GHG Scope 1 emission for all the companies of the Group	By 2024	In progress		
Sustainable materials	Adoption of the standards required by Better Cotton Initiative (BCI) for sustainable cotton farms and FSC to all the Italian subsidiaries	By 2021	✓	
	Selection and use of eco-responsible viscose (i.e. Ecovero) in all the Italian subsidiaries	By 2021	✓	
	Use of 100% certified (e.g., ZDHC, GOTS, Bluesign) or client-approved chemicals at the Bulgarograsso plant	By 2022	✓	
	Use of 100% certified (e.g., ZDHC, GOTS, Bluesign) or client-approved chemicals at the Lonate Pozzolo plant	By 2025	In progress	
	Purchasing of only sustainable or recycled fabrics	By 2024	In progress	

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ACTION PLAN: SOCIAL



Social

ESG topics	Targets	Timeline	Progress
Health and safety at work	Adoption of an occupational health and safety management system certified ISO 45001 at the Bulgarograsso and Lonate Pozzolo plants	By 2025	In progress
Diversity, inclusion and equal opportunities	Adoption of the SA8000 certification (Social Accountability) at Imprima Srl (new legal entity following the merger of all the Group's Italian companies on 1 January 2023)	By 2024	In progress

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ACTION PLAN: GOVERNANCE



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Governance

ESG topics	Targets	Timeline	Progress
Business ethics and anti-corruption	Implementation of the Model of Organization ex. Legislative Decree 231/2001 to all the Group's Italian subsidiaries	By 2021	✔
	Implementation and communication to all employees of the Group Code of Ethics	By 2021	✔
	Update of the Organizational Model ex. Legislative Decree 231/2001 to adapt to the new legal entity Imprima Srl resulting from the merger of all the Group's Italian companies on 1 January 2023	By 2023	✔

Legend:



Target achieved in previous years



Target achieved in 2023



IMPRIMA

IMPRIMA HEADQUARTER

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