



# **SUSTAINABILITY**

## **REPORT**

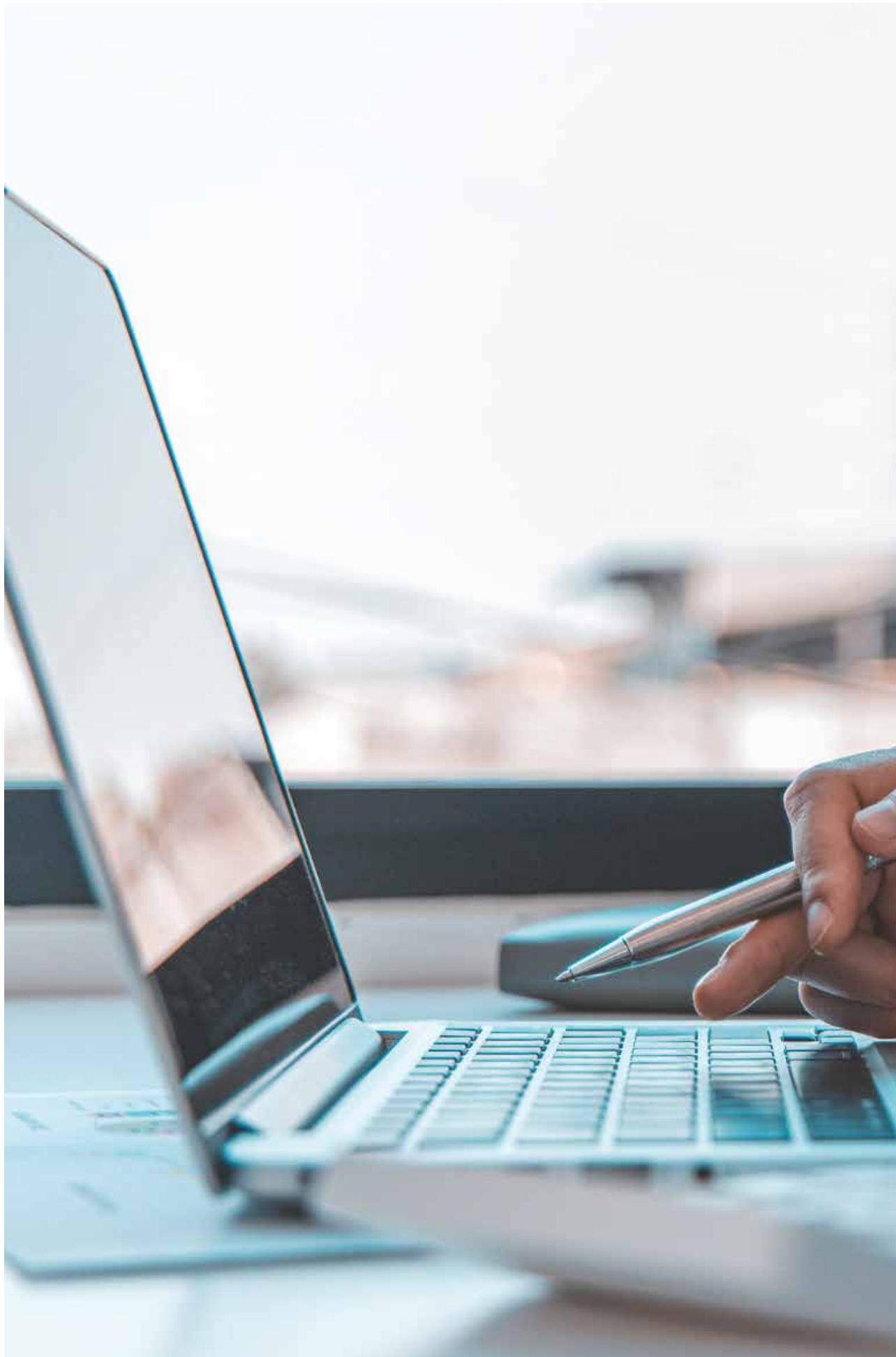
### **2022**



## SUSTAINABILITY REPORT

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2022



## READING GUIDE

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The report is made up of **four parts**, divided into as many chapters, and an appendix.

# 01

The **first chapter** essentially describes the organisation, its identity, history and ownership structure.

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# 02

The **second chapter** reports the bodies, principles and procedures the company has adopted for its correct management.

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# 03

The **third chapter** details how the organisation uses financial and non-financial “capitals” (see glossary on page 76) to generate value, what impacts, risks and opportunities are linked to this process, what strategies are used to create a shared, long-lasting value.

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# 04

The **fourth chapter** explains in detail the results achieved, the company's activities and objectives broken down into ESG dimensions, i.e. Environment, Social and Governance.

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# 05

The **last part** contains the references used for preparing the report, the index of GRI indicators used and a glossary, to help readers better understand some of the terms in the report.

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GRI 2-22  
Statement on sustainable  
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## LETTER TO THE STAKEHOLDERS

### Dear Stakeholders,

In the last few years we have experienced significant growth in terms of turnover, human capital and technological development. While we have always been very attentive to many of the issues that are at the heart of social responsibility, we have now decided to begin a journey that will lead us, year after year, to increasing our commitment, but above all our awareness. It is therefore with immense pleasure that we present to you our first Integrated Report.

We are not content with our sustainability reporting to simply comply with legal obligations but, on the contrary, we aim for it to be a real driver of change. We will not just list our figures, we will put them

in a context in which commitment, goals and vision of the company take centre stage.

These beliefs, which have always been behind our actions, have matured in the implementation of the Integrated Report's own methodology.

Each year we will go on to measure, through timely reporting of indicators associated with the six ESG capitals (natural, human, social and relationship, manufactured, financial, intellectual), the shared value we have been able to create through our strategic plan, with the goal of continuous improvement.

Gerardo Fumagalli  
Ilaria Fumagalli  
Federico Fumagalli



01

# SUMMARY FRAMEWORK



## VISION

To become the manufacturer of choice for sterile filling lines in the pharmaceutical industry through durable solutions that stand out for high quality and consistent reliability.

## MISSION

We focus on specialisation, advanced engineering and strategic partnerships to become the manufacturer of reference for sterile filling lines.

We are committed to providing specific solutions reliable over time for injectable drug packaging, supplying the pharmaceutical industry worldwide.

## VALUES

**SPECIALISATION**

**KNOW-HOW**

**RELIABILITY**

**COMMITMENT**

**CREATIVITY**



# OWNERSHIP STRUCTURE AND OPERATIONAL STRUCTURES

Steriline was founded in the Lake Como area in 1989.

The registered and main office is in Como, in Via Tentorio 30, and includes the offices for management, administration, management control, sales, project management, electrical design and electronics, documentation and validation, ICT, HR, the production area for the start-up of manufactured lines and the execution of FAT (Factory Acceptance Test) conducted with customers, logistics and shipping.

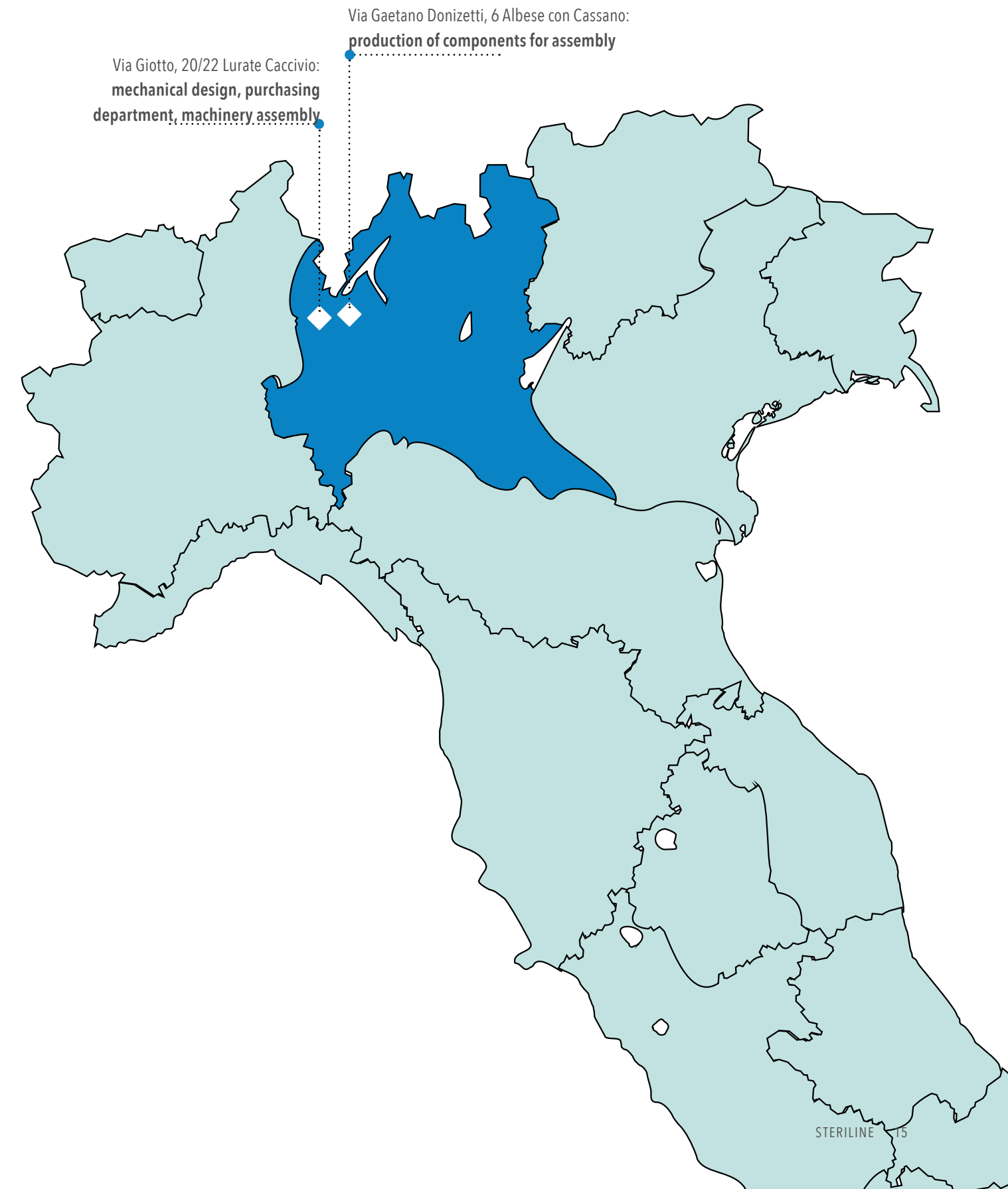
The building called Como 2, in Via Tentorio 31, is an extension of the main site, and this is where metalworking, assembly, warehousing and customer service activities are carried out.

There are 2 other owned production facilities in the area, as specified in the map on the next page.

In terms of ownership, Steriline's shares are divided as follows:

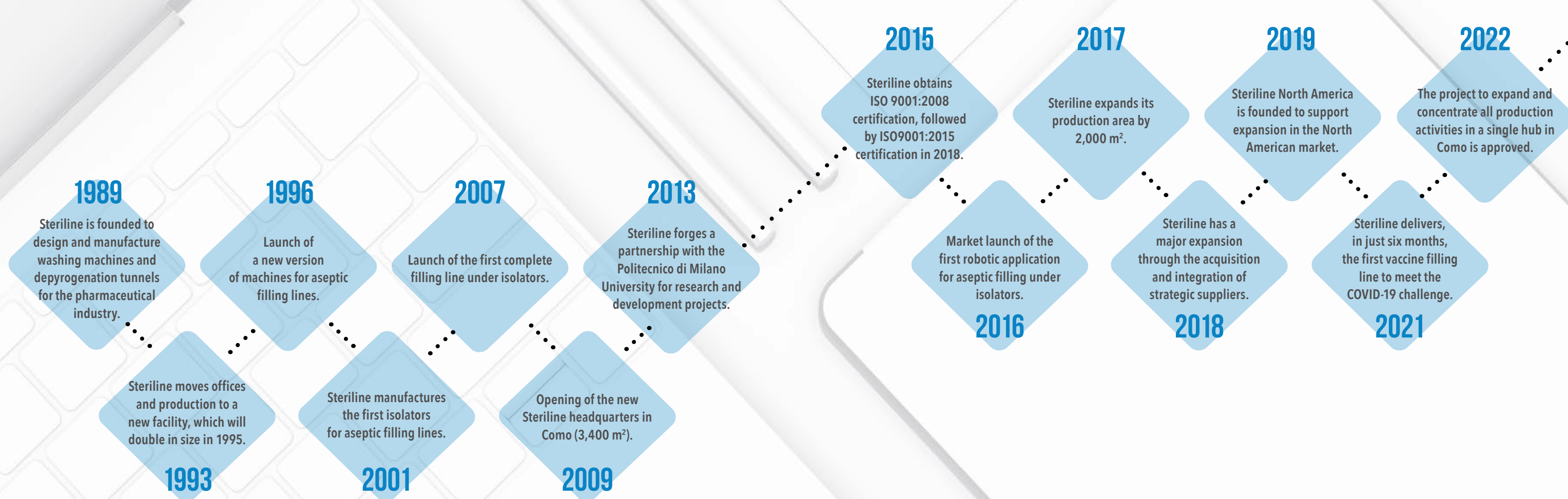
- 4.472% Ilaria Fumagalli
- 4.472% Federico Fumagalli
- 8.226% Fumagalli Holding srl
- 8.32% Enrica Doni
- 26.51% Gerardo Fumagalli
- 48% Optima Auslandsbeteiligungen GmbH

## OTHER SITES





# HISTORY



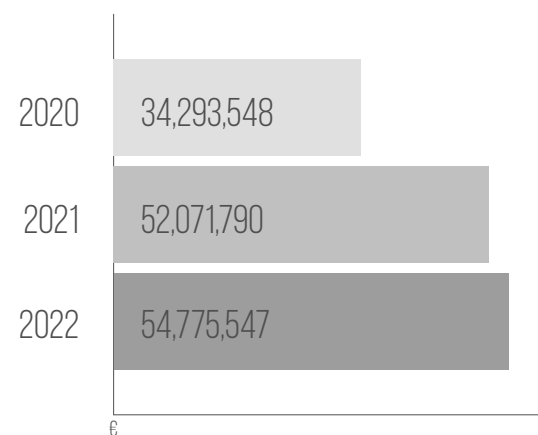


**GRI 2-6**  
Activities, value chain and other  
business relationships  
**GRI 2-7** Employees

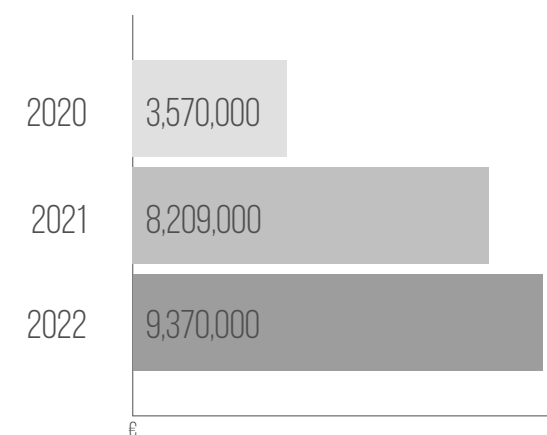
## SUMMARY DATA



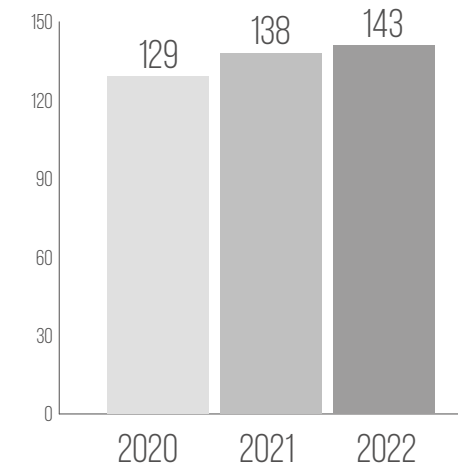
Turnover (in €)



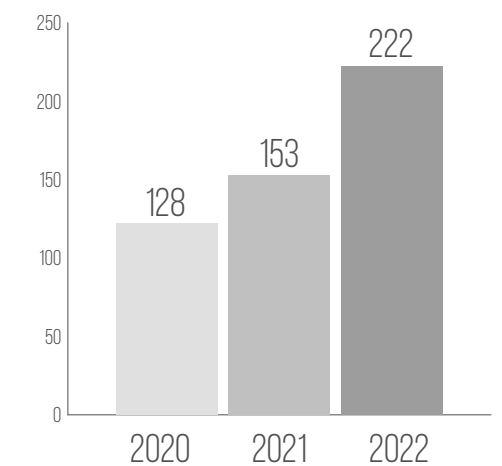
EBITDA (in €)



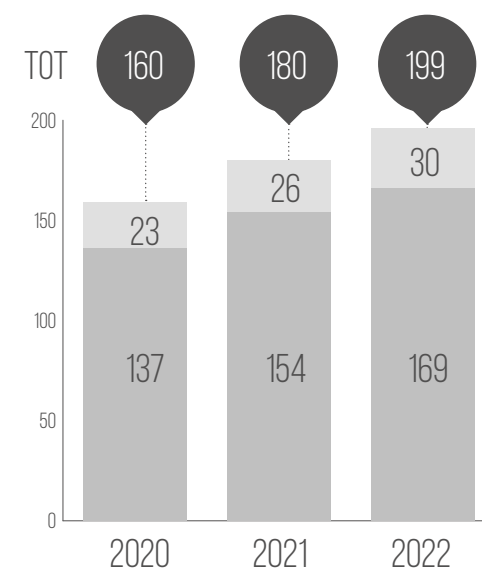
Number of Clients



Number of Machines sold



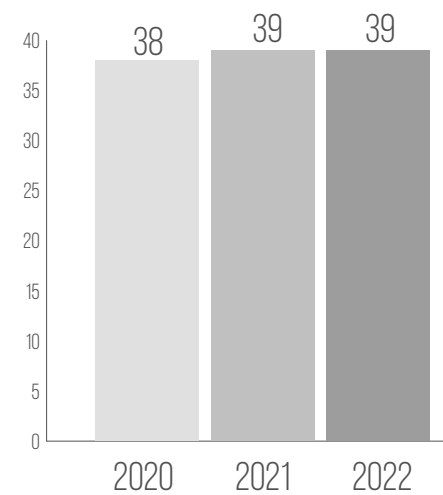
Employees



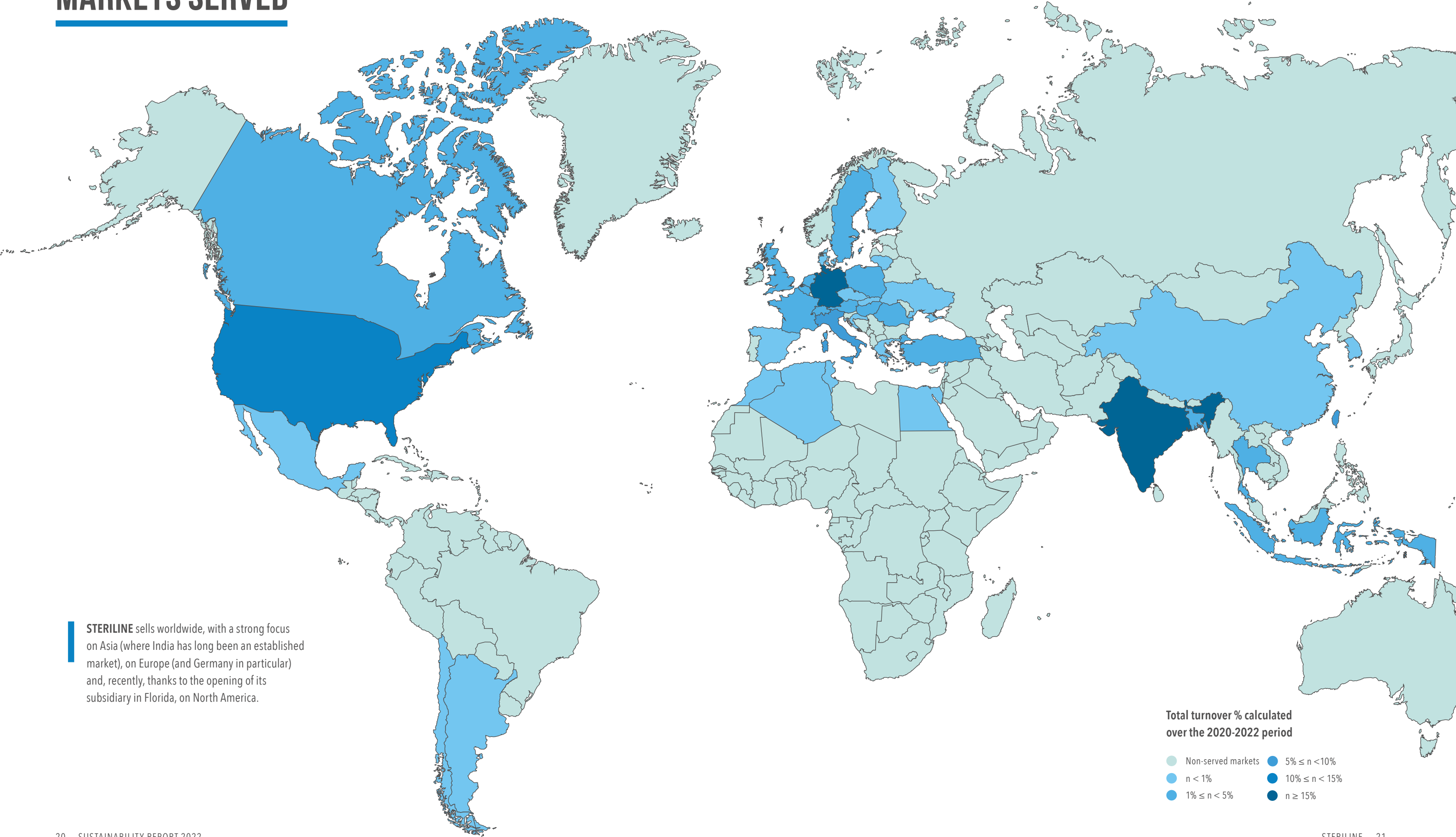
● MALE ● FEMALE



Average age



# MARKETS SERVED



02

# CORPORATE GOVERNANCE



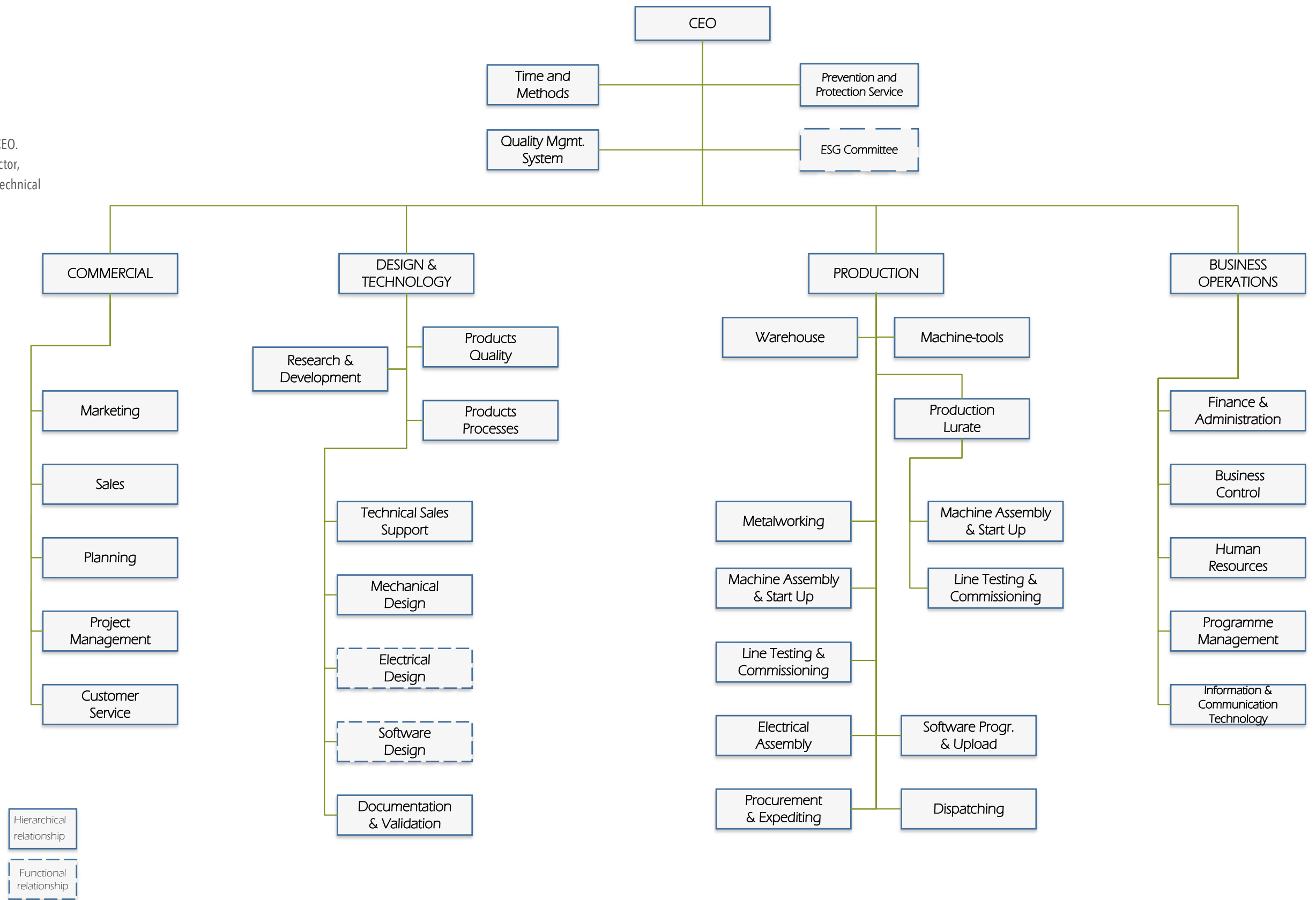




GRI 2-9 Governance structure and composition  
GRI 2-11 Chair of the highest governance body

# GOVERNANCE STRUCTURE

Gerardo Fumagalli is the founder and current CEO. To him report Ilaria Fumagalli, Operations Director, Federico Fumagalli, Commercial Director, the Technical Director and the Production Director.





## BEHAVIOURAL POLICY

Steriline is committed to pursuing business ethics at the highest level. With this in mind, the company strongly encourages its staff, expecting them to behave in a manner consistent with the company's mission, protecting its interests responsibly and in full compliance with Italy's ethical and legal norms, but also to become its true ambassadors. Behaviours in line with the company's values are not limited to compliance with mandatory regulations, but are marked by a professional style, in every company moment, through the commitment of everyone - without exceptions.

Our policy expresses principles, values and responsibilities that guide behaviour in relations with the market, with the people who work in the company and, more generally, with all the subjects that may have a specific interest in establishing a relationship with Steriline.

## QUALITY POLICIES AND MANAGEMENT SYSTEMS

Steriline obtained ISO 9001:2008 certification in 2015 and ISO 9001:2015 certification in 2018. The certification represents the focus on quality policies that enables Steriline to comply with the requirements applicable to its business, the needs of customers and stakeholders in general.

The company's ongoing commitment to implementing and monitoring the Quality Management System makes it possible to verify the efficiency of processes, the achievement of pre-established results and to constantly increase the value of its operations, through the achievement of increasingly high quality and safety standards.

The company is organised into processes geared towards customer satisfaction and continuous improvement, all within a framework in which worker safety and well-being are of the highest priority.



## CERTIFICATIONS

**MTIC intercert:** certification in accordance with ISO9001:2015 for the activities of design, manufacture, installation and technical support of aseptic treatment machines and lines.

**cGMP:** compliance with good manufacturing practices.

**GAMP:** good automated manufacturing practices. This is the most recent and up-to-date tool on good standards of approach to and validation of information systems.

**21 CFR PART 11** regulations for the legal equivalence of electronic documents to traditional paper documents.





03

# BUSINESS MODEL





## DESCRIPTION OF THE EXTERNAL CONTEXT

**Pharmaceutical packaging** can be regarded as a rather stable sector but with a tendency to grow globally in both volume and turnover.

The main characteristics of this upward trend are: growing global demand for drugs from emerging economies, greater life expectancy, a rise in chronic diseases, an increasingly concerning antimicrobial resistance and stricter environmental and medical regulations.

This is where Steriline fits in: compared to the big packaging giants that are not involved only in pharmaceuticals, Steriline has had sterile filling as its focus since it was established.

Specifically, the company is highly specialised in the production of complete aseptic processing lines for injectable products, **supplying pharmaceutical companies worldwide**, with the export percentage exceeding 95% of total sales.

This achievement is also the result of an approach based on building a **close partnership with customers**, with frequent, open and continuous dialogue at all stages of the product life cycle.



## STERILINE'S OFFER

### Product families and machine type

#### ISOLATION:

- In-line cRABS and isolator
- Stand-alone isolator

#### STANDARD RANGE:

- Rotary washing machines
- Depyrogenation tunnels
- Filling machines
- Capping machines
- External decontamination machines

#### ROBOTIC RANGE:

- Robotic vial filling and capping machines (loose and nested vials)
- Robotic nest filling machines







## \_BUSINESS MODEL

### SERVICES:

Steriline provides a wide range of services related to customer support, microbiological and analytical activities.

#### Customer services:

- After-sales support
- Technical training
- Technical audits
- Software services
- Spare parts
- Refurbishing
- Preventive and strategic maintenance
- Pharma services (on-site qualification, validation)
- Personnel training

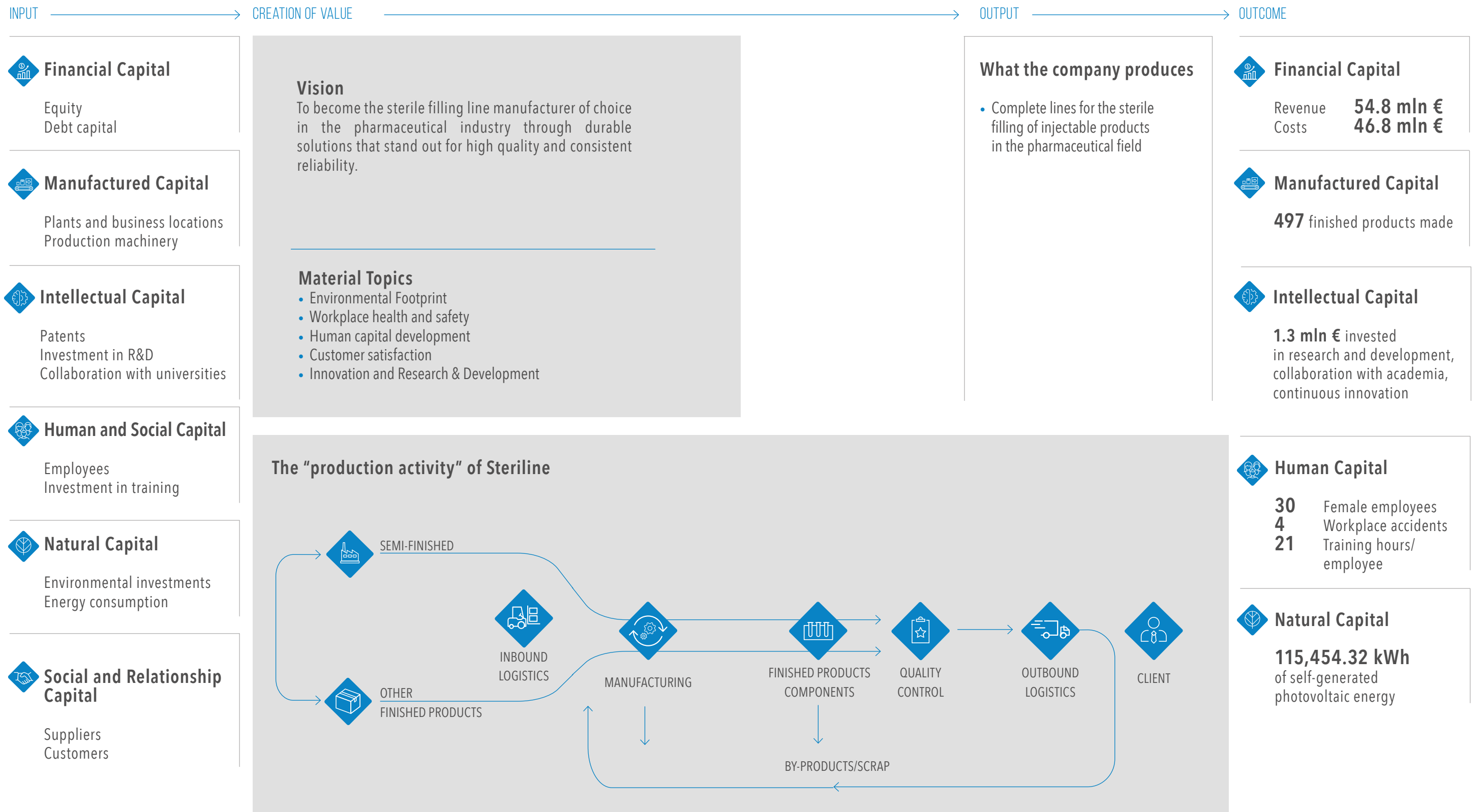
#### Laboratory work:

- Machine on-board component calibration and setting
- Machine hardware component calibration and setting
- Machine protocol execution support during FAT and on-site



# CREATING SHARED VALUE

The diagram provides a summary of how Steriline generates value, analysing the (financial and non-financial) capital that the company uses and how it is transformed into outcomes through its business activities.





# THE MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT

With a view to identifying sustainability issues important to the organisation, the company has made a first step towards a more structured process for listening to stakeholders. Stakeholders were selected and identified by each function head, jointly with corporate management. The various categories of stakeholders were heard in different ways, depending on the type of stakeholder.

The first step in defining a corporate sustainability strategy was taken through the materiality process. This analysis aims to identify, among the significant issues, those that are actually "material," i.e. relevant to the company.

Stakeholders were asked to indicate an order of priorities from an expanded list of ESG (environmental, social and governance) issues, based on the lower or higher impact of each issue on the company's ability to produce value in the medium to long term.

The engagement process led to insights and observations that added to the issues relevant to the company's sustainability, as well as offering considerations on potential mutual engagement along shared paths.

The graph on the right shows the materiality matrix, with the results of the Management team's votes on the horizontal axis, while the averages of the votes of the various other stakeholder categories are on the vertical axis. The analysis of material issues was conducted with Steriline's strategic direction in mind, assessing the extent of the impacts they may have on the organisation's strategy, governance, performance and prospects. The list shows the 5 selected material issues that are, therefore, a fundamental part of the design of the company's path to corporate sustainability and are considered to be of strategic importance in the creation of value.



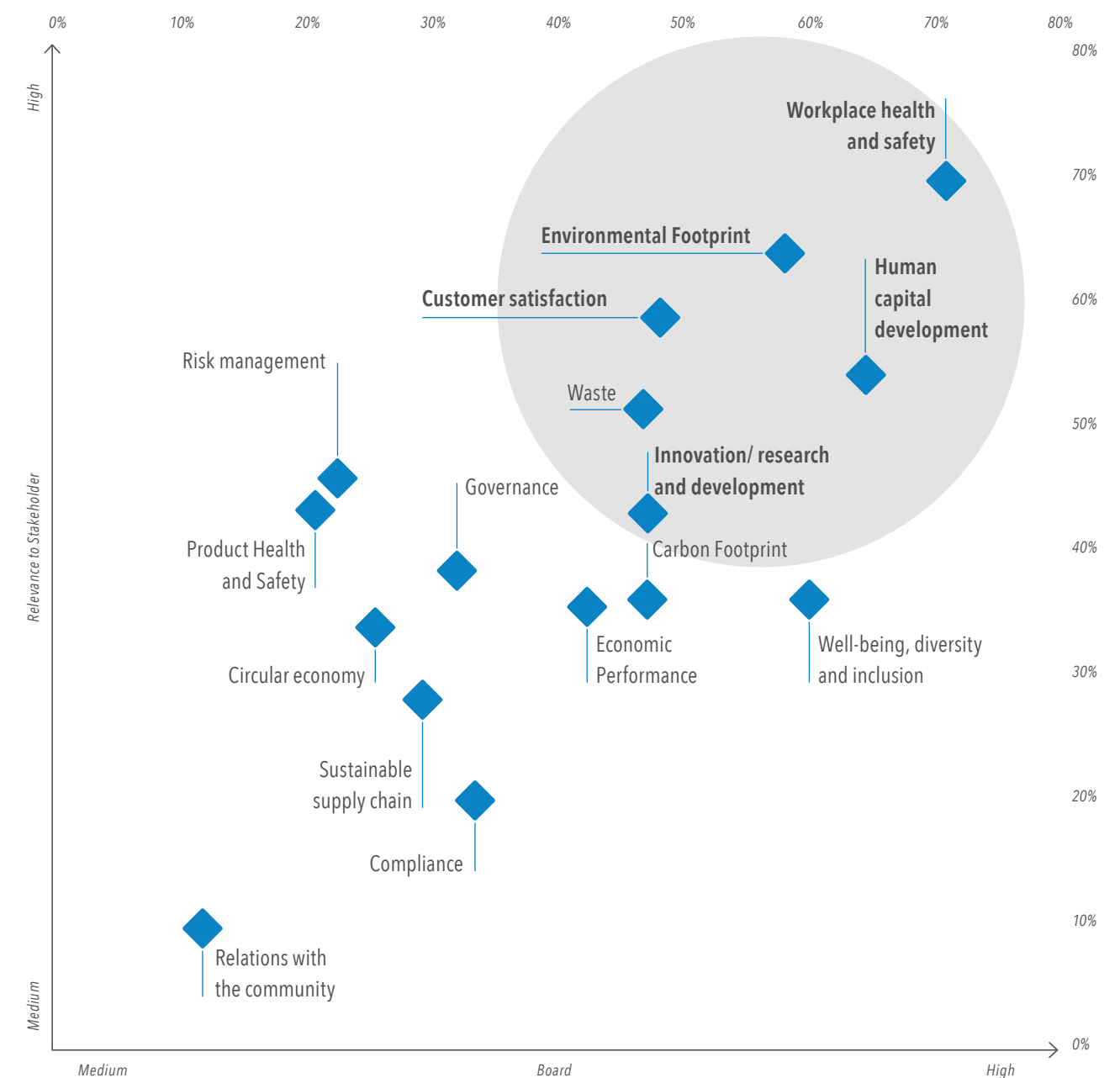
**GRI 3-1**  
Process to determine material topics  
**GRI 3-2**  
List of material topics



**GRI 2-29**  
Approach to stakeholder engagement

## THE SELECTED MATERIAL TOPICS

- Environmental Footprint
- Occupational Safety and Health (OSH)
- Human capital development
- Customer satisfaction
- Innovation and Research & Development



# THE SUSTAINABILITY STRATEGY

Over the years, Steriline has shown increasing attention to issues of corporate sustainability in its many forms, investing in company facilities, in the management of its impacts (e.g. waste), in energy supply, in process automation, always with a view to continuous innovation.

At this stage, the company has decided to move more and more systematically towards a strategic approach, in order to integrate what is already in place with medium/long-term goals and programmes.

The sustainability strategy is based on past, present and future thinking that takes its cue from the **analysis of the material issues selected by the company and its stakeholders.**

Steriline has identified strategic targets, selected goals for the 2023-2025 three-year period in an ESG (Environment, Social, Governance) framework and identified an action plan to achieve these goals while measuring results and potential impacts on the organisation, people and the environment.



GRI 2-22  
Statement on sustainable  
development strategy







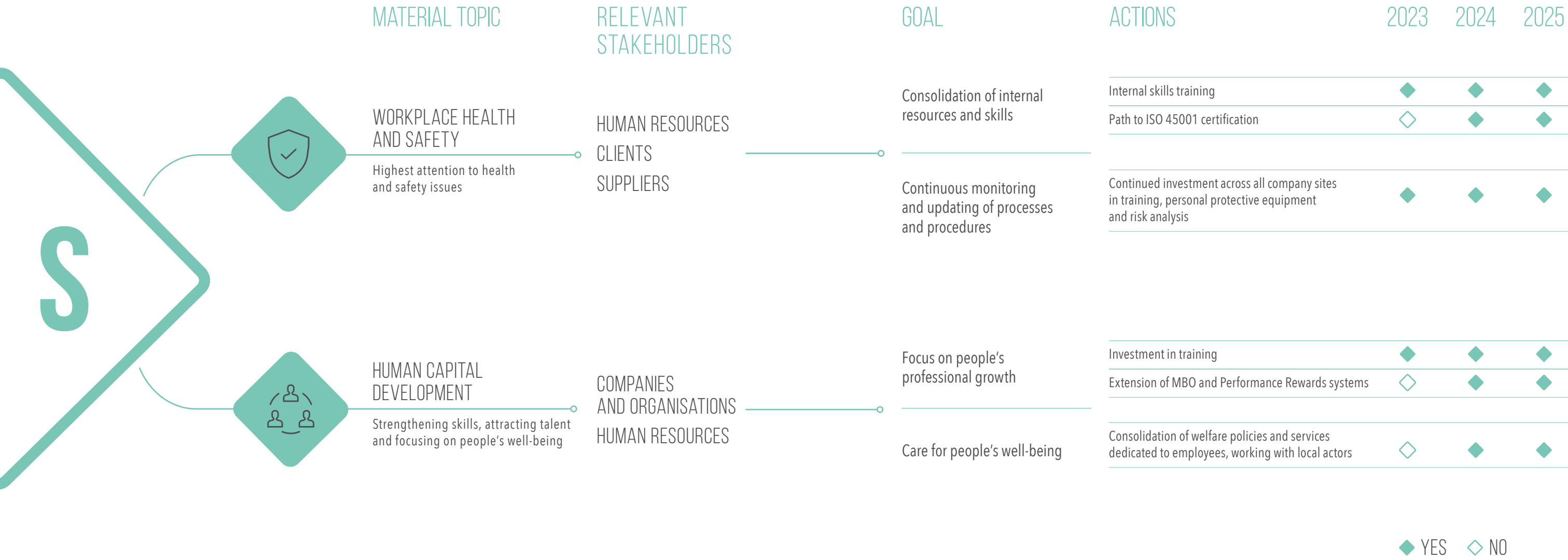
# SUSTAINABILITY STRATEGY

MATERIAL TOPIC		RELEVANT STAKEHOLDERS	GOAL	ACTIONS	2023	2024	2025
<div>E</div> <div></div> <div>ENVIRONMENTAL FOOTPRINT</div> <div>Manage and mitigate the environmental impacts of company activities</div>	<div>COMMUNITY</div> <div>COUNTRY SYSTEM</div>	<div>ISO 14001 Environmental Management System</div>	<div>Fighting climate change</div>	Initiating the process for and achieving ISO 14001 certification	◇	◆	◆
				Investment in progressive emission reduction (e.g. energy from photovoltaics)	◇	◆	◆
				Optimisation of supply chain logistics	◆	◆	◆
				Discussing possible mitigation projects with customers	◆	◇	◇
				Waste Management	◆	◆	◆



◆ YES ◇ NO



# SUSTAINABILITY STRATEGY



# SUSTAINABILITY STRATEGY

MATERIAL TOPIC	RELEVANT STAKEHOLDERS	GOAL	ACTIONS	2023	2024	2025
<div>G</div> <div></div> <div>CUSTOMER SATISFACTION</div> <div>Continuous focus on customer satisfaction in terms of quality of product and service</div>	HUMAN RESOURCES CLIENTS	Continuous improvement of customer satisfaction tools and processes	Consolidate internal sharing processes in the customer satisfaction sector	◆	◇	◇
			Activation of new processes for customer engagement, identification of targets and tools for customer satisfaction analysis	◆	◆	◆
			Investment in training and skills oriented towards quality and customer satisfaction	◇	◆	◆
<div>G</div> <div></div> <div>INNOVATION AND RESEARCH AND DEVELOPMENT</div> <div>Continuous focus and investment in product, service and process innovation</div>	COMPANIES AND ORGANISATIONS	Consolidate collaborations in an Open Innovation logic and develop internal innovation-oriented processes	Presiding over and developing current collaborations with universities, research centres and the school system	◆	◆	◆
			Continuing innovation in 3D printing	◆	◆	◆
			Implementation of robotisation projects for the pharmaceutical world	◆	◆	◆
			Consolidate internal management systems and skills for innovation	◇	◆	◆

◆ YES ◇ NO



The following chapter describes impact activities implemented in 2022 and the goals of the 2023 sustainability plan, broken down into the three dimensions of sustainability: environment, social and governance (ESG). For each dimension, results and targets are measured through GRI standards and associated with the United Nations Development Goals (SDGs).

# ESG 04 DIMENSION



# ENVIRONMENTAL SUSTAINABILITY

Steriline, in addition to purchasing electricity, has equipped itself with a photovoltaic system to meet part of its energy needs with self-generated electricity. Every piece of machinery, whether purchased externally or engineered in-house, is subject to energy consumption investigations in search of maximum efficiency. The company is also investing in the development of technological improvements for the industry's most energy-intensive machines, with the aim of reducing their consumption and size.

Since **water** is one of the fundamental issues in the pharmaceutical sector, Steriline is committed to using as little water as possible for its production activities: the company is equipped with recirculation tanks, production is closed-loop, and continuous simulations of the production cycle are carried out to optimise the use of the resource itself.

In terms of **waste management**, Steriline collaborates with a company for the monthly collection of paper, plastic, wood, steel and glass, in addition to the local traditional waste collection service. To facilitate this collaboration and reduce waste volumes, the company has invested in paper and plastic compactors.



NATURAL CAPITAL



INTELLECTUAL CAPITAL


Material topic

- Environmental sustainability





## 2022 PERFORMANCE

 <b>GRI 302-1</b> Energy consumption in the organisation	2020	2021	2022
<b>A. Total energy produced</b> in the company from the consumption of fuel from <b>non-renewable sources</b> , in GJ*	12,217.2	12,487.8	15,360.6
of which natural gas	3,385.2	2,891.8	2,267.1
of which gasoline	8,832.0	9,596.0	13,093.5
<b>B. Total energy produced in the company</b> from <b>renewable sources</b> , in GJ	383.4	384.9	415.6
<b>C. Total energy</b> (electricity, heating, energy for cooling and steam) <b>purchased</b> by the organisation, in GJ	1,764.3	1,605.1	1,629.5
of which from a renewable source (supplier's generation mix)	27.5%	36.6%	36.6%
Total energy consumption in the organisation ( <b>A+B+C</b> ), in GJ	14,364.8	14,477.7	17,405.7

\* Conversion factor reported in "Tabella dei parametri standard nazionali per il monitoraggio e la comunicazione dei gas ad effetto serra", 2021 (ISPRA, Min. Transizione Ecologica).



# 2022 PERFORMANCE

 <b>GRI 302-3</b> Energy intensity	2020	2021	2022
Energy intensity ratio for the organisation (total energy consumption/net revenue)	418.9	278.0	317.5
Organisation-specific metric chosen to calculate the energy intensity ratio: Net revenue (millions of Euro)	34.3	52.1	54.8


 <b>GRI 303-3</b> Water withdrawal	2020	2021	2022
Total water withdrawal from all areas in megalitres	2.9	3.1	0.8

 <b>GRI 305-1</b> Direct (Scope 1) GHG emissions	2020	2021	2022
Direct (Scope 1) GHG emissions in gross metric tons of CO2 equivalent (tCO2)*	190.3	162.5	127.4


\* Conversion factor reported in the “Tabella dei parametri standard nazionali per il monitoraggio e la comunicazione dei gas ad effetto serra”, 2021 (ISPRA, Min. Transizione Ecologica).

 <b>GRI 305-2</b> Energy indirect (Scope 2) GHG emissions	2020	2021	2022
Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent (tCO2)*	125.0	109.2	110.9

\* The Emission Factors used are taken from the report “ISPRA r363 - 2022: indicatori di efficienza e decarbonizzazione del sistema energetico nazionale e del settore elettrico”

 <b>GRI 305-4</b> Emissions intensity (location based)	2020	2021	2022
GHG emissions intensity ratio for the organisation. (Total emissions /revenue)	9.2	5.2	4.3
Organisation-specific metric chosen to calculate the GHG emissions intensity ratio: Revenue	34.3	52.1	54.8

 <b>GRI 305-4</b> emissions intensity (market based)	2020	2021	2022
GHG emissions intensity ratio for the organization. (Total emissions /revenue)	5.5	3.1	2.3
Organisation-specific metric chosen to calculate the ratio: Revenue	34.3	52.1	54.8

 <b>GRI 306-4</b> Waste diverted from disposal	2020	2021	2022
Total weight of non-hazardous waste diverted from disposal (tons)	NA	NA	39.0

PLASTIC	CARDBOARD	METAL	COPPER	WOOD	GLASS
7.5	11.1	1.0	1.4	10.0	8.0



# SOCIAL SUSTAINABILITY

## Human Capital Development

Steriline provides **training to its staff (on entry and on-the-job)**, aimed at providing knowledge of business processes and requirements related to the Quality Management System, enhancing technical skills and product knowledge. Language courses are provided mainly to travelling personnel. In particular, the company's training portfolio consists of the following courses: "Computerised warehouse management", "Process integration and people integration: how to seize the opportunity offered by digitalisation", "Business Intelligence to support data analysis", "Digital working for organisational efficiency", "Optimisation of time and methods of production", "ICT Project Management", Advanced Excel, English, Spanish, German language classes, Intermediate Excel Course, Microsoft Project, "Focus on communication and relationship aspects", "Course in Logistics and International Trade".

In terms of training and opportunities, the company collaborates with technical and professional educational and training institutes in the area, with the objective of contacting young people who have recently graduated and who aspire to work in the field of mechanics and automation.

## Equal employment opportunities

Employment opportunities are based on **merit and skills**. In the production department, pink quotas are significantly lower because the training courses required for the very technical work are still more valued and far more popular among men than women.

Achieving a work environment that makes diversity and inclusion two key features is part of Steriline's inclusion policy. To be a more effective and talent-attracting entity, the company focuses its recruiting and personnel management policy on the ability to make all diversity coexist and cooperate to the best of its ability, making them distinctive strengths of the organisation. Different life experiences, backgrounds and cultural backgrounds are an added value, increase people's involvement and consequently lead to an improved work climate.

The issue of **workplace safety** is dealt with efficiently; most accidents are due to carelessness and not related to non-compliance with existing corporate regulations. If an accident occurs in a department, the internal procedure is activated and then, through consultation with the HPPS, the department involved introduces new countermeasures, which also aim to decrease the risk related to the accident that has just occurred.



## HUMAN CAPITAL



## INTELLECTUAL CAPITAL

### Material topic

- Workplace health and safety
- Human capital development



# SOCIAL SUSTAINABILITY

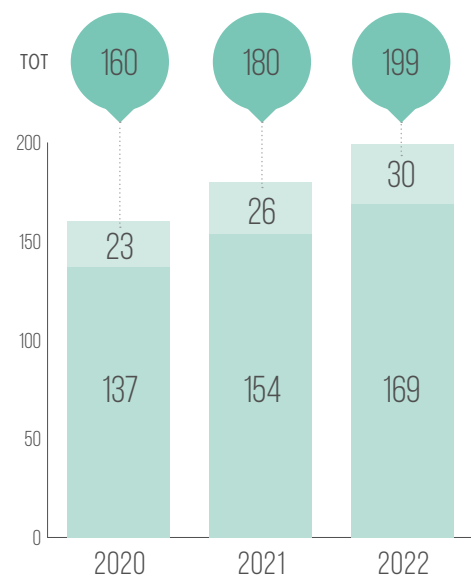


GRI 2-7 Employees

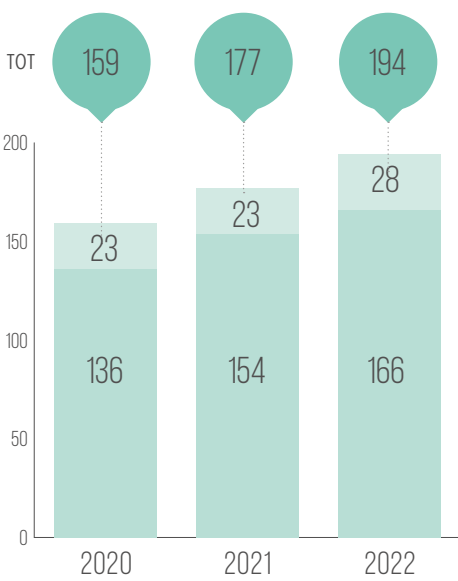
Male Female



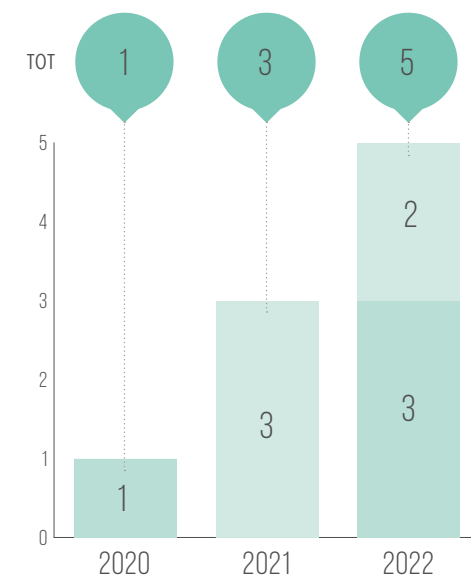
Number of employees



Number of permanent employees



Number of temporary employees

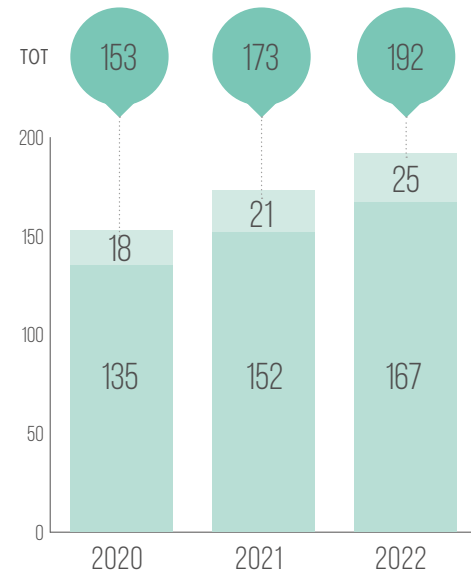


Number of non-guaranteed hours employees

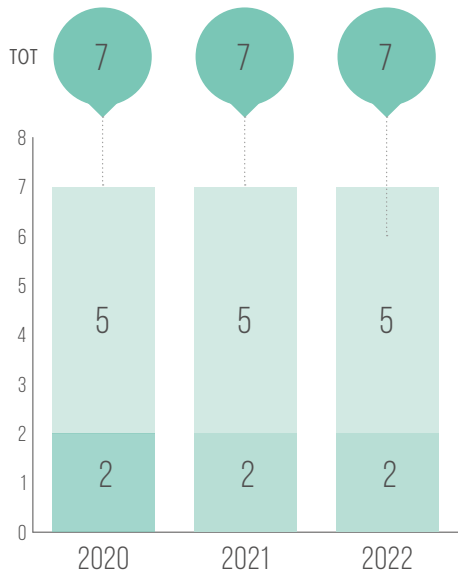
No employees with non-guaranteed hours were recorded in the three years of reporting.



Number of full-time employees



Number of part-time employees

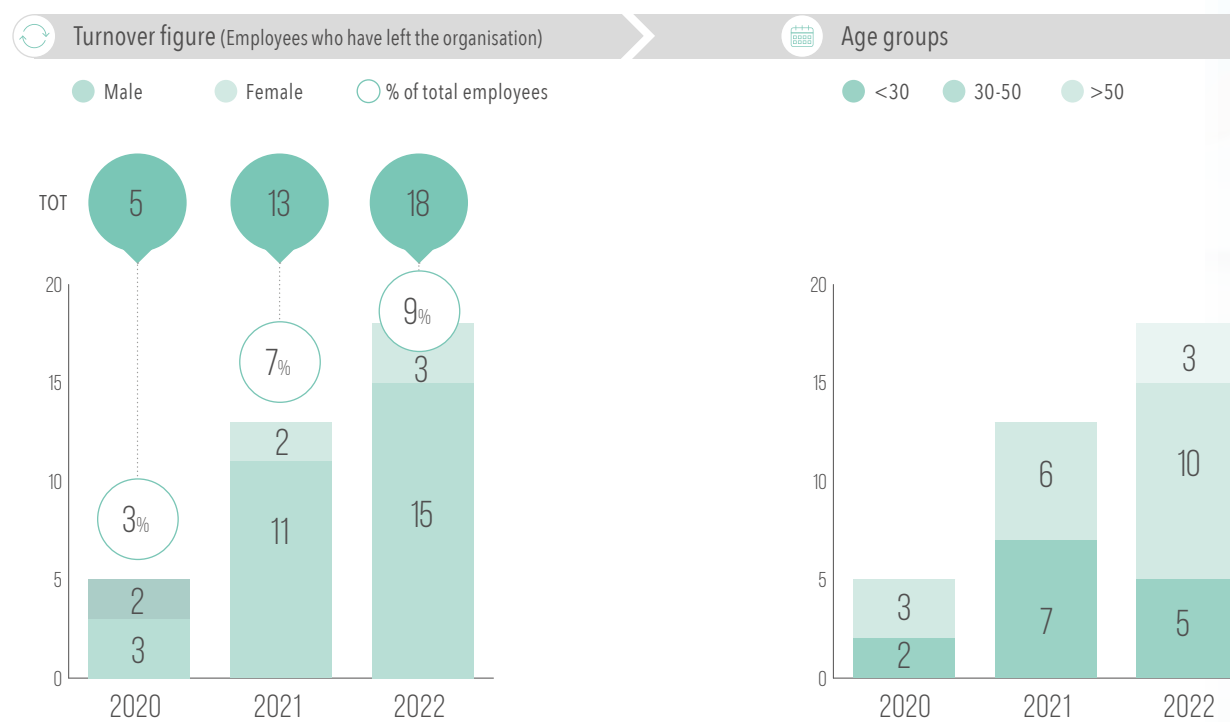
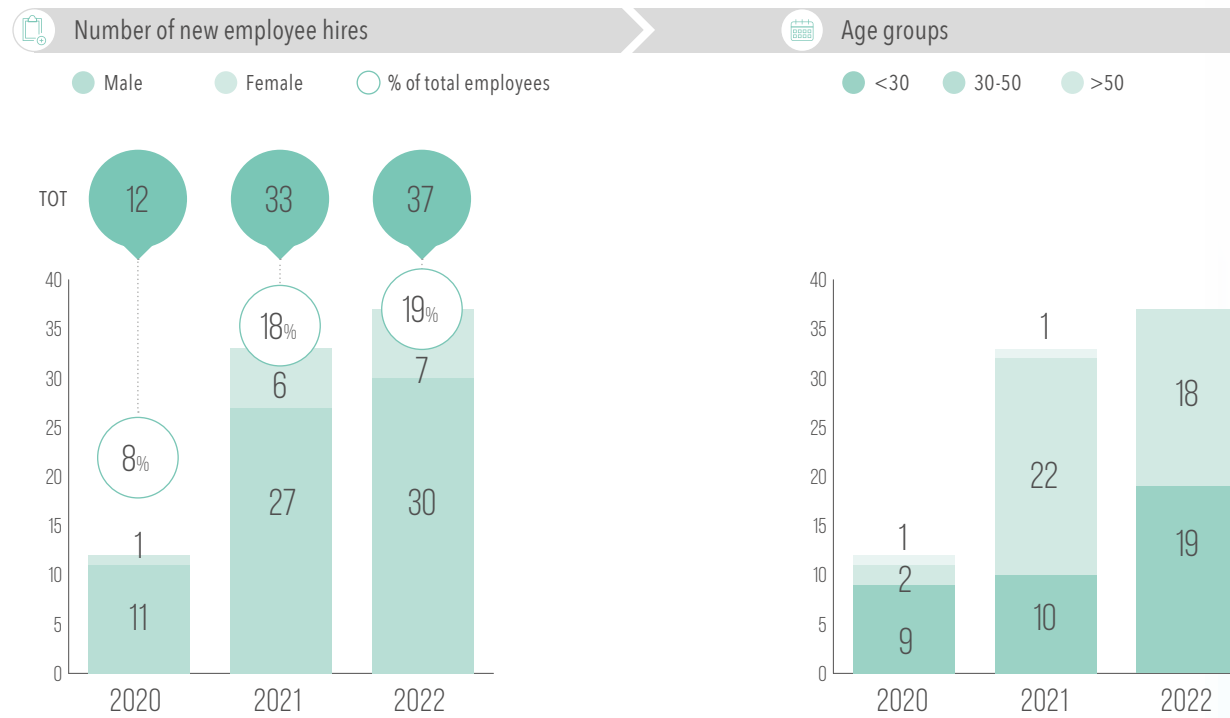


Calculation method: head count as of 31/12 of the reference year



# 2022 PERFORMANCE

## GRI 401-1 New employee hires and employee turnover

















# 2022 PERFORMANCE

GRI 401-2 Benefits provided to employees		2020	2021	2022
1. Life insurance*		◆	◆	◆
2. Health care*		◆	◆	◆
3. Disability and invalidity coverage*		◆	◆	◆
4. Parental leave		◆	◆	◆
* Managers only				
GRI 403-10 Work-related ill health		2020	2021	2022
Number of fatalities as a result of work-related ill health	🏠	-	-	-
Number of cases of recordable work-related ill health	🏠	-	-	-
Main types of work-related ill health	🏠	-	-	-

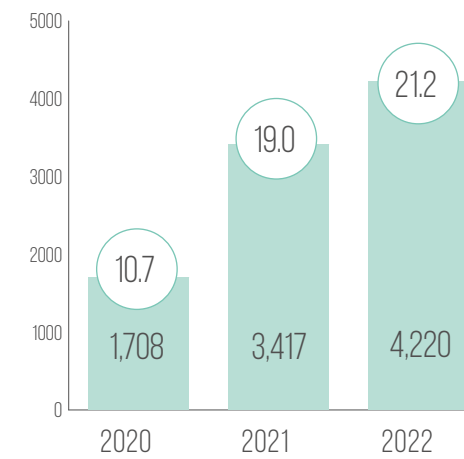
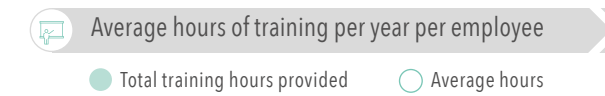
## 2022 PERFORMANCE

GRI 403-9 Work-related injuries		2020	2021	2022
Number of injury-related fatalities		-	-	-
Rate of injury-related fatalities		0%	0%	0%
Number of high-consequence work-related injuries (excluding fatalities)		-	-	-
Rate of high-consequence work-related injuries (excluding fatalities)		0%	0%	0%
Recordable injuries		5	3	4
Main types of work-related injury		CUTS, CONTUSIONS	CUTS, FRACTURES	CUTS
Specify if rates have been calculated on a 200,000 or 1,000,000 hours worked basis		1,000,000	1,000,000	1,000,000
Number of hours worked		1,760	1,820	1,900
Number of days lost due to injury		180	61	70
Severity rate of LTIs for direct workers		102.3	34.7	39.8

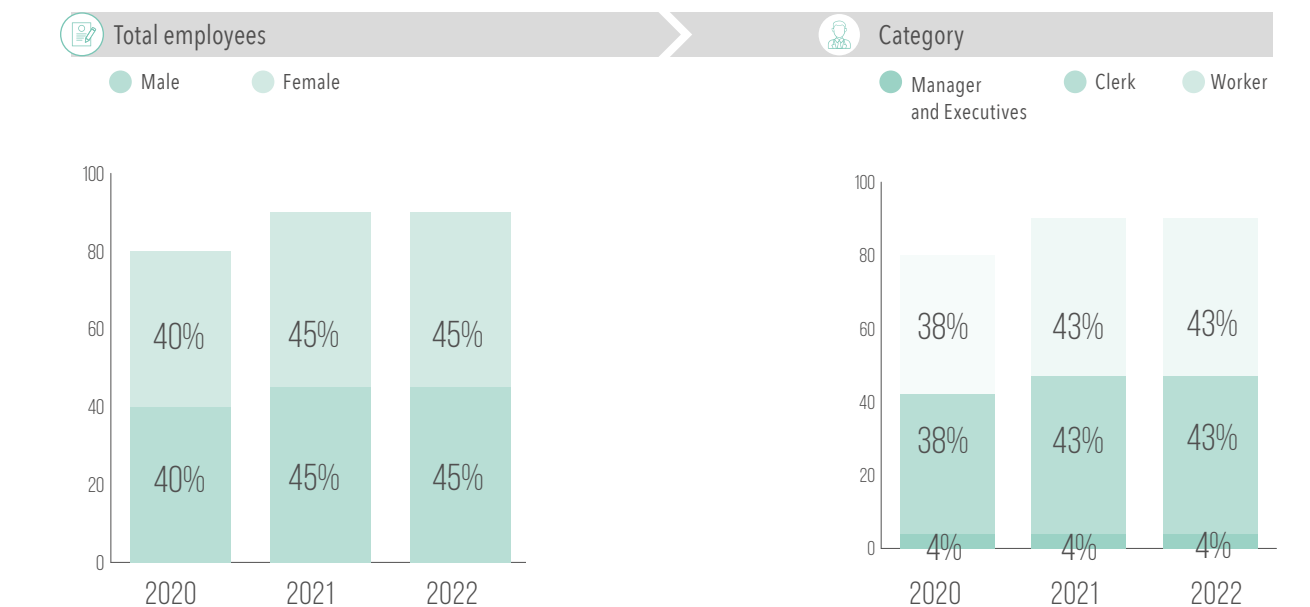
ECOVADIS

## 2022 PERFORMANCE

### GRI 404-1 Average hours of training per year per employee

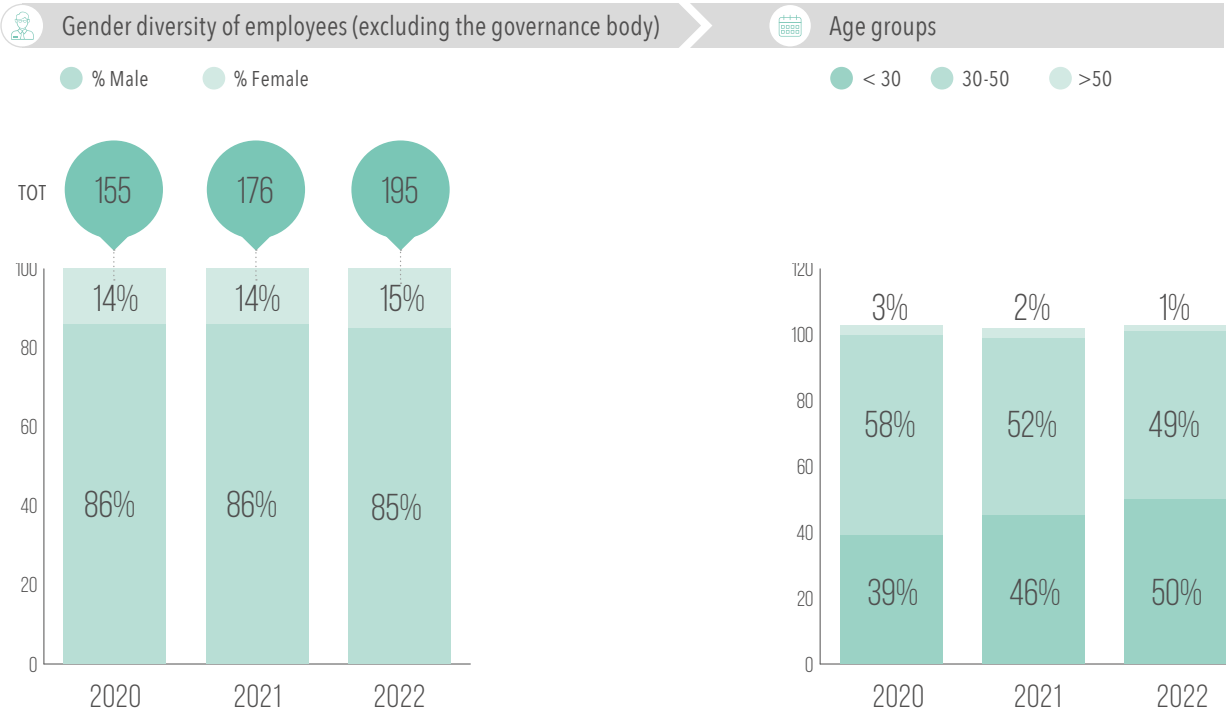
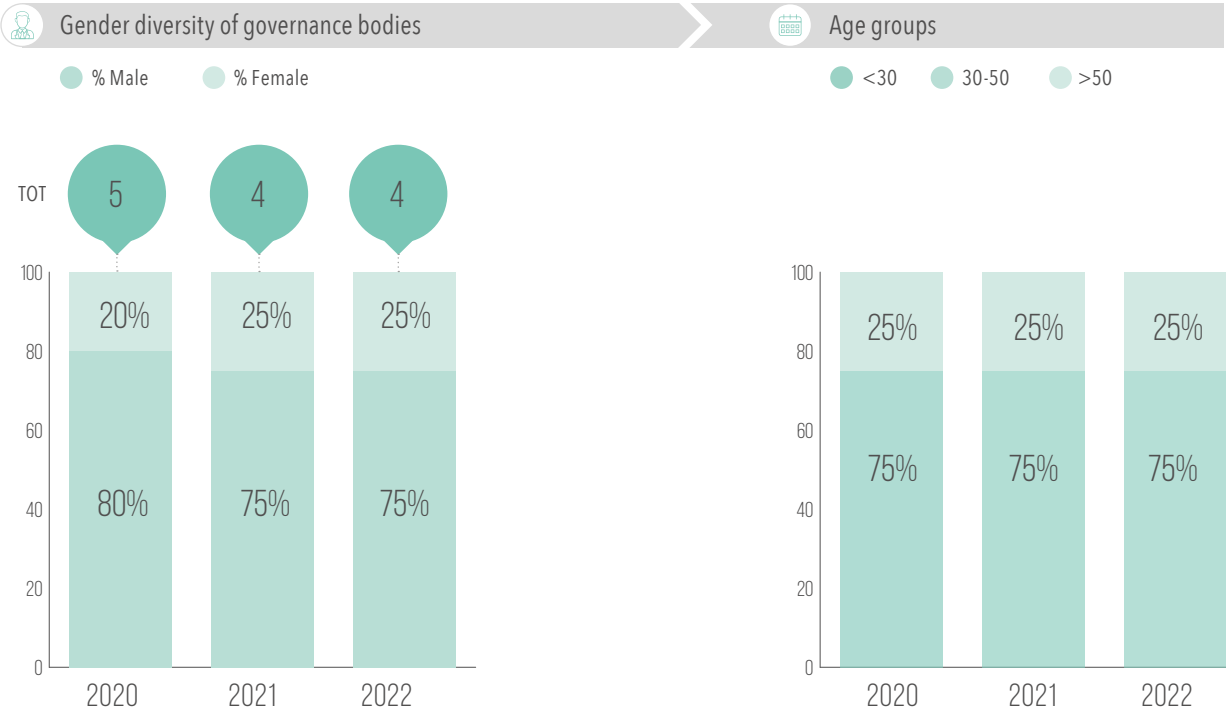


### GRI 404-3 Percentage of employees receiving regular performance and career development reviews

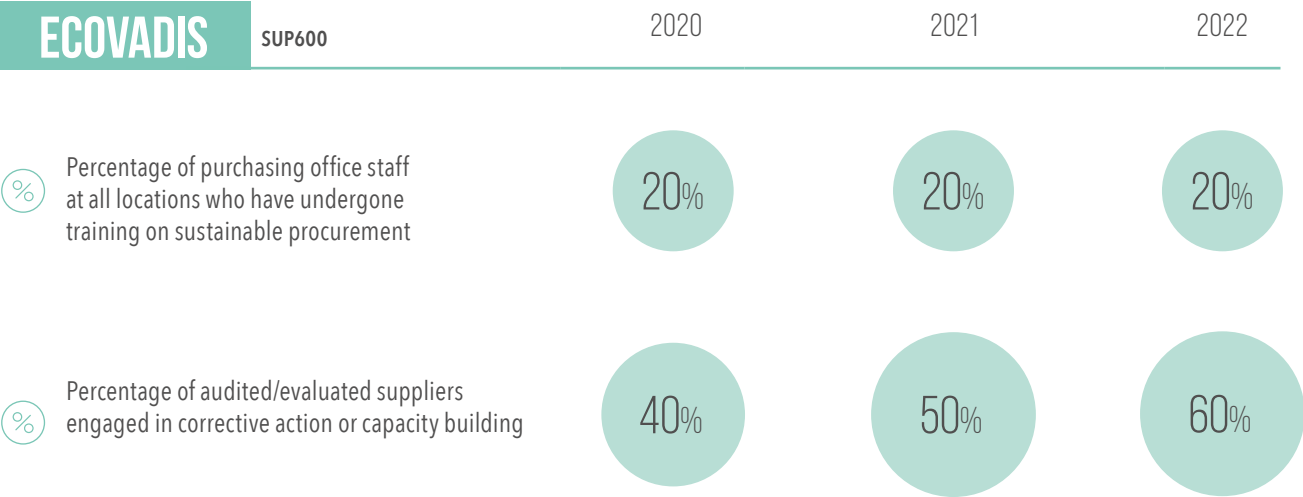


# 2022 PERFORMANCE

 **GRI 405-1** Diversity of governance bodies and employees



# 2022 PERFORMANCE





# GOVERNANCE SUSTAINABILITY

**Transition 4.0** consists of a radical change in the concept of "organisation" along the entire value chain, through innovation processes whose main opportunities are the improvement of production levels, competitiveness in international markets, managing customer needs, internal organisational climate and brand reputation.

In this context, **the machine department was upgraded in 2021 and 2022, meeting to the requirements of Industry 4.0**, specifically involving a laser cutting machine, a press brake machine, two computer numerical control devices, a 3D printer, a pipe bender and some machines for the **differentiated compression of waste**. At the end of the year, this certified investment amounted to about 2 million Euro. In addition, the state-of-the-art machines have been certified by MTIC and the appropriate **MTIC INNOVATION 4.0** certification was obtained.

- Through the implementation of the MES software, Libellula,

Steriline then invested in the digitisation of processes, with the aim of tracking and optimising internal company activities. During 2022, work continued on the implementation of the **new management system**, which will become operational by the end of 2023. When the project is completed, we will move from a condition of coexistence of many application systems to a more integrated system, with the following advantages:

- Full integration of all functions to make the best use of the data entered or collected;
- Active control of all business processes, with a twofold objective: increasing the **speed of decisions** and **efficiency** of the entire system; ensuring the quality of processes and consequently their certifiability;
- Ability to collect and process summary data that, eventually summarised in a single dashboard, allows the performance monitoring of the entire company.

  
INTELLECTUAL CAPITAL

  
SOCIAL AND RELATIONSHIP CAPITAL

  
FINANCIAL CAPITAL

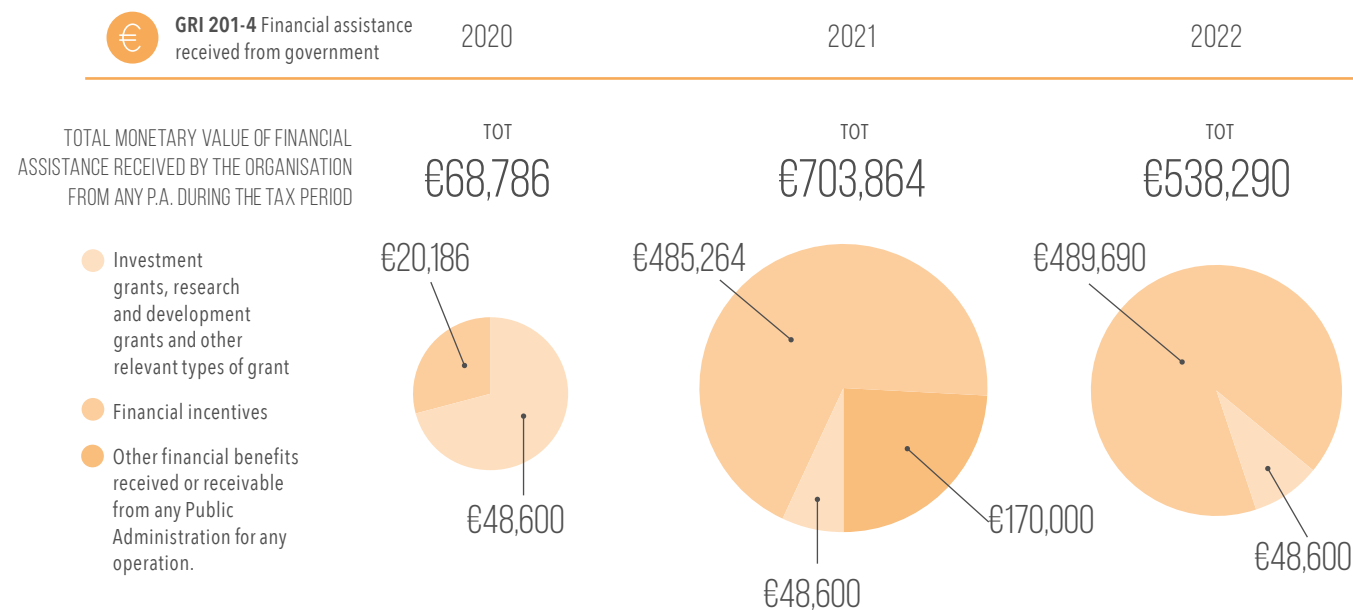
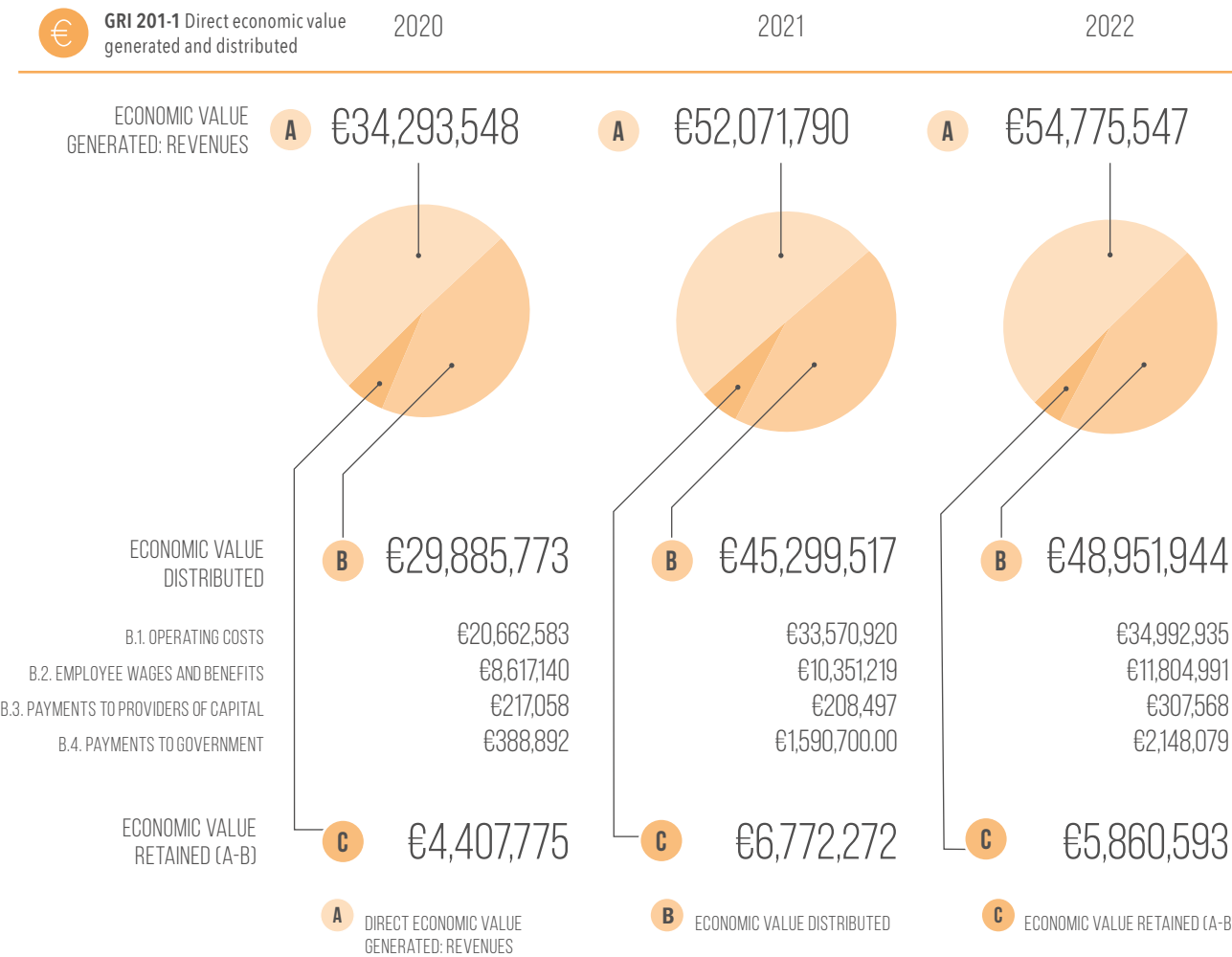
  
MANUFACTURED CAPITAL

## Material topics

- Customer satisfaction
- Innovation and research & development



## 2022 PERFORMANCE



<b>GRI 204-1</b> Proportion of spending on local suppliers	2020	2021	2022
Percentage of the procurement budget spent on local suppliers	65.5%	55.9%	61.4%
The organisation's geographical definition of 'local' (e.g. Italy or Lombardy or Province of Como, etc.)	LOMBARDY (ITALY)		
<b>GRI 406-1</b> Incidents of discrimination and corrective actions taken	2020	2021	2022
Total number of incidents of discrimination	0	0	0
<b>GRI 417-2</b> Incidents of non-compliance concerning product and service information and labelling			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling	0	0	0
<b>GRI 417-3</b> Incidents of non-compliance concerning marketing communications			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship	0	0	0
<b>GRI 418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data			
A. Total number of substantiated complaints received concerning breaches of customer data	0	0	0
B. Total number of identified leaks, thefts or losses of customer data.	0	0	0
<b>GRI 2-27</b> Compliance with laws and regulations			
Total number of significant instances of non-compliance with laws and regulations	0	0	0
No GRI- related incidents were reported in the reporting periods			





# THE DRAFTING 05 METHOD



## DRAFTING PRINCIPLES

The drafting of the Report is inspired by several principles that reference frameworks, standards and indicators typical of sustainability reporting:

- **International Reporting Framework** (<IR>), published by the International Integrated Reporting Council (IIRC), for the section related to strategic focus and future orientation, stakeholder relationships and materiality, reliability and completeness of data.
- **Global Reporting Initiative** (GRI, GRI-Referenced option) for reporting sustainability information.
- **The United Nations Sustainable Development Goals (SDGs)** in reference to the implications of material issues on Sustainable Development Goals.

## THE BOUNDARIES OF THE INTEGRATED REPORT

This Integrated Report examines the ways in which value is created over time, providing an overview of strategies, goals and performance related to the organisation's ability to create value. The time frame considered for the information related to the reporting aspects is 2020-2022. As this is the first edition of the Integrated Report for Steriline, it will feature activities relevant to the "sustainable" effort carried out in the recent past that, however, are not part of the sustainability plan drafted from 2023, with a three-year time window.



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Declaration of use: Steriline s.r.l. has reported the information cited in this GRI content index for the period 1 January 2022 to 31 December 2022 with reference to the GRI Standards. GRI 1 - Fundamental Principles - 2021 version

# GLOSSARY

**Business model:** a company's system for transforming inputs, through its business activities, into outputs and outcomes and that aims to fulfil the organisation's strategic purposes and create value over the short, medium and long term.

**Capitals:** six different types of resources a company can use to create value:

- **Financial:** the financial resources (funding, equity, etc.) that are used to produce goods or services.
- **Human:** the skills, abilities and experience of people and their drive to innovate.
- **Intellectual:** the intangible resources that consist in the organisational capital and the value of knowledge.
- **Manufactured:** the physical resources (buildings, facilities, equipment) used to produce goods or services.
- **Natural:** environmental processes and resources that provide goods or services for the success of an organisation.
- **Social and relationship:** the capacity to share information to increase individual and collective well-being.

**ESG (Environmental, Social, Governance):** it refers to a set of sustainability standards used to assess the activities of a company in economic and governance terms but also according to their impact on society and the environment.

**Governance:** the individuals or bodies (e.g. the board of directors or a corporate trustee) with the responsibility to oversee the strategic direction of an organisation and its obligations in terms of responsibility and administration. For some organisations and jurisdictions, the individuals/bodies in charge of governance may also be responsible for executive management.

**Inputs:** the capitals (financial and non-financial resources) the company relies upon for its commercial activities.

**Integrated reporting:** a process based on integrated thinking that translates into a company's periodical integrated report on how an organisation creates, preserves or erodes value over time, as well as the communications related to value creation aspects.

**Outcomes:** the internal and external consequences (positive and negative) for the capitals as a result of an organisation's business activities and outputs.

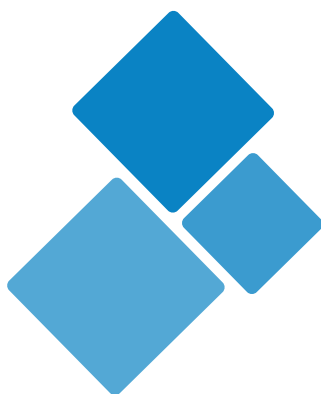
**Outputs:** an organisation's products and services, and any by-products and waste.

**Performance:** the results of an organisation measured against its strategic objectives and its results in terms of its effects on capitals.

**SDGs (Sustainable Development Goals):** 17 United Nations goals to be achieved by 2030. These goals serve as guidelines to contribute to global development, promote human well-being and protect the environment.

**Stakeholders:** entities, organisations or individuals who can be significantly influenced by the corporate activities of an organisation, by the outputs or results of an organisation or whose actions can reasonably have a significant impact on the organisation's capacity to create value over time. Stakeholders may include the providers of financial capital, employees, customers, suppliers, trading partners, local communities, NGOs, environmental associations, lawmakers, regulatory authorities and policy makers.





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