

2022

SUSTAINABILITY REPORT

FLUORTEN[®]

Developed in collaboration with



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LETTER TO STAKEHOLDERS

*Dear Stakeholders,
we are happy to present the results of the first Sustainability Report – ESG Fluorten, which aims to summarise the objectives, activities and results that characterised our activity during 2022.*

This Report is part of an increasingly structured sustainability path, which aims at implementing actions in support of the environment and people in every aspect of our business

Our will is to continue investing, aiming for long-term growth, without limiting ourselves to short-term goals. To obtain this, we intend to offer the market increasingly sustainable products and services, in order to promote a responsible, ethical and environmentally friendly industrial transition, as desired by the United Nations. To this is added a constant commitment, aimed at guaranteeing quality of life for all Fluorten staff and attention to the corporate governance system.

We are proud to have definitively embraced corporate digitisation, minimising paper consumption and making daily work more streamlined and effective, and to have guaranteed continuous training to staff, in an attempt to generate value, not only for the business activity, but also for the individual. This is added to the reduction in energy consumption through the use of the latest generation of machinery, capable of guaranteeing lower consumption and higher yield, the presence of LED lights in all company departments and offices and the installation of solar panels. Another pillar of 2022's work was the support of local associations, aimed at promoting sports and business activities in our territory, but also of groups that help young people suffering from rare diseases, such as Angelman syndrome.

Aware that these actions are still a small contribution, especially when compared to the complexity of the present, we want to continue to make our contribution so that the values underlying our company culture can guide every present and future choice.

The Board of Directors



INTRODUCTION TO THE REPORT

"Continue in economic and social development, which ensures the satisfaction of the needs of the present generation without compromising the ability of future generations to meet their own needs."

- Definition of "Sustainable Development" - 2030 Agenda -

INTRODUCTION

The sustainability report, or social report, is an accounting document that represents the economic, environmental and social situation of a company or organisation. It is based on the idea that economic activity should not be limited to creating value only for shareholders, but should also consider impacts on the environment, the local community and employees.

The Sustainability Report is the tool through which FLUORTEN communicates to its stakeholders the results of its sustainability path on an annual basis. The guiding principle followed to structure this FLUORTEN Sustainability Report is the UN 2030 Agenda, divided into 17 Sustainable Development Goals (SDGs or Sustainable Development Goals), which encompass all the dimensions of Responsibility: economic, social and environmental.

"Continue in economic and social development, which ensures the satisfaction of the needs of the present generation without compromising the ability of future generations to meet their own needs.": this is the generally shared definition of "sustainable development" on which the UN General Assembly, in 2015, was based for the definition of the 2030 Agenda. The SDGs are now a reference point for any Organisation that wants to positively embark on sustainability paths.



MATERIALITY ANALYSIS

The FLUORTEN Sustainability Report, consistent with what is defined by the GRI Standards, is based on a structured materiality analysis that allows defining the sustainability aspects to be reported.

For the preparation of its first Sustainability Report, FLUORTEN identified 11 claims with the greatest sustainability impact on which to focus the reporting of its performance.



**Your
solution
partner**

GOVERNANCE

Business continuity
Ethical conduct of business
Sustainability in the supply chain

PRODUCT

Eco-sustainability in product creation
Environmental impact in the product life cycle
Product quality and safety

ENVIRONMENT

Energy consumption and climate change
Waste management
Air quality

PERSONE

Welfare, health and safety at work
Human capital



The identification of the themes and the subsequent materiality analysis took into account not only the major impacts generated by the company on the environment, people and the economy, but also the sustainability impacts identified as most relevant to the decisions of its stakeholders.



The 11 claims mentioned above, attributable to the areas of Governance, Product, Environment and People, were then enclosed in 5 themes, set out below, which constitute priorities for FLUORTEN and which constituted the basis of the materiality matrix.

In an increasingly interconnected and globalised world, it has become apparent that economic activities have a significant impact on the environment and society. It is the duty of each company to ensure that the activities not only generate profits, but are also environmentally, socially and economically sustainable.



TEMATICHE PRIORITARIE PER FLUORTEN

INCLUSION, GIVING VALUE TO AND DEVELOPMENT OF PEOPLE



Disseminate and strengthen a culture of inclusion, non-discrimination and respect, promoting diversity and equal opportunities in workplaces where everyone feels comfortable and motivated to build positive relationships. Commitment to giving value to the professional skills and experience of colleagues and accelerating their professional and career development, ensuring the well-being of employees and the balance between their professional and personal lives, through welfare policies, modern and flexible tools and work models and responsible management of organisational changes.

CLIMATE CHANGE MITIGATION



Address the challenge of climate change mitigation, committing, in line with European and national objectives, to reducing energy consumption and greenhouse gas emissions, including through the implementation of energy-efficient technologies and the promotion of renewable sources (e.g. alternative fuels, hybrid engines, photovoltaic systems)

CUSTOMER VALUE



Being close to customers, developing a relationship of trust, starting from the feasibility of the request to the choice of the most suitable raw materials for the production of the product. Thanks to their physical and mechanical characteristics, technopolymers are increasingly being used in the industrial and engineering world to produce components that guarantee high performance and an excellent cost-benefit ratio.

CIRCULAR ECONOMY AND RESPONSIBLE PURCHASING



Implement circular business models through the integration of environmental and social preference criteria in purchasing procedures and in the selection and qualification processes of suppliers (e.g. certifications of ISO 14001, EMAS, environmental management systems) up to the phase of efficient use and valorisation of materials, prevention, reuse and recycling of waste deriving from processing.

INNOVATION, DIGITALISATION AND CYBERSECURITY



Promote innovation, intercepting ideas, solutions, tools and technological skills, which contribute to accelerating change and social and economic progress by exploiting digitalisation to streamline processes, operations and services, with a view to reducing time, costs and energy consumption.

Ensure reliability by creating and maintaining an environment in which the integrity and confidentiality of data and information of the company and all its stakeholders are protected from potential cyber attacks.

The priority themes for FLUORTEN were then linked to the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, highlighting the company's contribution to their achievement through its activities.

ACHIEVING THE SUSTAINABLE DEVELOPMENT GOALS

| | Inclusion, giving value to and development of people | Climate change mitigation | Customer value | Circular economy and responsible purchasing | Innovation, digitalisation and cybersecurity |
|---|---|---|---|---|---|
|  <p>3 SALUTE E BENESSERE</p> | |  | |  | |
|  <p>4 ISTRUZIONE DI QUALITÀ</p> |  | | | | |
|  <p>5 PARITÀ DI GENERE</p> |  | | | | |
|  <p>8 LAVORO DIGNITOSO E CRESCITA ECONOMICA</p> |  | |  | |  |
|  <p>9 IMPRESE, INNOVAZIONE E INFRASTRUTTURE</p> | | |  | |  |
|  <p>10 RIDURRE LE DISUGUAGLIANZE</p> |  | |  | | |
|  <p>12 CONSUMO E PRODUZIONE RESPONSABILI</p> | |  |  |  | |
|  <p>13 LOTTA CONTRO IL CAMBIAMENTO CLIMATICO</p> | |  | | | |

Respect for quality, health, individual and collective safety and the environment is an imperative principle: the achievement of this intent guides company decisions and the individual behaviour of all employees. A balanced, responsible and appreciated industrial development by the social community is part of the guidelines that inspire FLUORTEN's action.

This is a primary objective that the company is committed to achieving through two main guidelines: the application of the best available technologies and the involvement of all people through training, which promotes responsible behaviour in all those who work within the company.

Corporate sustainability is not only an ethical goal, but also a strategic choice that contributes to the creation of long-term value for the company, the community and the environment.

We as FLUORTEN feel called to do our part to ensure that sustainability becomes an integral part of our strategy and corporate culture.





FLUORTEN STRATEGY AND GOVERNANCE

ABOUT US

Since its foundation in 1966, FLUORTEN has wanted to build and consolidate a brand in the production and processing of high-performance polymers characterised by a high degree of technology and quality.

Today, FLUORTEN is an industrial, international company with high technical and manufacturing expertise that makes use of the latest production and design technologies, in order to provide semi-finished and finished products that best meet customer needs.

MISSION AND VISION

Mission



We manufacture semi-finished products and technical articles in F10PTFE and high-performance technopolymers, with first-choice materials and cutting-edge technologies such as: moulding, extrusion, CNC machining, injection moulding, with mould design and construction, 3D printing.

Vision



We believe that the value of a company can be measured not only in its capacity for technological and productive growth, but also in its relational and cultural capacity. With our distinguishing passion to create, we want to continue to increase our level of experience and knowledge of industrial and managerial processes, the quality of the products offered and the relationships with our customers.

At FLUORTEN, every customer is first and foremost a partner with whom to tackle a project path together. From the request specifications to be verified together, to the choice of the most suitable raw materials, to the fine-tuning of the production cycle, we work side by side to pursue the best cost/benefit ratio and an effective, durable and competitive product.



FLUORTEN AROUND THE WORLD



FLUORTEN is committed to consolidating its leadership in the world market for PTFE and technopolymers.

In fact, the company presents its plant and sales management in Italy, in the Municipality of Castelli Calepio (BG).

There are also sales offices in Germany, North America and China.



FLUORTEN VALUES

FLUORTEN has adopted a system of values that must be assumed as a constant behavioural reference point for all the people who work in its interest, characterising in a distinctive sense their belonging to a single company, such as:



**TRANSPARENCY
AND QUALITY**



MORAL INTEGRITY



**ASSUMPTION OF
RESPONSIBILITY**



**PROFESSIONAL
EXCELLENCE**



LISTENING AND RESPECT



**BELONGING AND
TRUST**

FLUORTEN is committed to being a company in which fairness, honesty, equity and impartiality of behaviour, inside and outside the company, constitute a shared way of feeling and acting. The organisational structure of the company, each individual area and sector, as well as each individual person, work jointly and constantly to achieve common projects and objectives. Feeling like one big team made up of companies, collaborators, customers and suppliers.

CERTIFICATIONS AND RECOGNITIONS

Certification and the adoption of a management system represent for our company a concrete commitment to operational excellence and social responsibility. These measures not only allow us to optimise our internal operations, but also reflect our commitment to reducing environmental impact, improving the health and safety of our employees, and significantly contributing to the well-being of the communities in which we operate. Through the certification and implementation of management systems, we demonstrate transparency, integrity and a constant commitment to ensuring the long-term sustainability of our business activities.

QUALITY MANAGEMENT SYSTEM ISO 9001:2015 AND EN 9100:2018 FOR AEROSPACE

at FLUORTEN, quality is the foundation on which we build trust, innovation and value for our customers. Quality represents the constant commitment to exceeding expectations, guaranteeing reliable products and services, compliant with regulations and able to fully meet the unique needs of each customer.

Quality is a hallmark that permeates every stage of our business process, from design to production and after-sales service, fueling our commitment to pursuing excellence and the lasting satisfaction of our business partners.





ISO 14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEM

For FLUORTEN, taking care of the environment means taking an active responsibility role in preserving and protecting the natural resources that surround us. We operate with the aim of minimising the environmental impact of our production activities, integrating sustainable practices into every aspect of our production cycle. Through the implementation of eco-friendly technologies, the constant monitoring of emissions and the optimisation of processes, we are committed to ensuring that our production contributes to the preservation of biodiversity, the reduction of waste and the responsible use of water and energy resources. Protecting and safeguarding the environment for us is an ethical duty as well as an investment in the future, aiming at a cleaner and more sustainable world for generations to come.

GMP FOOD CERTIFICATION

For FLUORTEN, the safety of the materials produced for contact with food is an indisputable and indispensable priority. We are committed to ensuring that our PTFE products meet strict food safety standards, offering total peace of mind to our customers and end users. Each phase of our production process is guided by strict regulatory compliance and quality control methods that ensure the absence of harmful substances and the maximum purity of our materials. Our dedication to food safety reflects our commitment to delivering reliable, high-quality solutions that meet the needs of the food industries, contributing to the health and well-being of those who rely on our products.



FLUORTEN FOR PEOPLE

“An empowered organisation is one in which individuals have the knowledge, skill, desire, and opportunity to personally succeed in a way that leads to collective organisational success.”

- Stephen R. Covey -



THE VALUE OF OUR PEOPLE

For FLUORTEN, people are the most valuable capital of a company. They are the creative minds, the artisans of innovation and the brand ambassadors. Their commitment, expertise, and passion fuel the growth and prosperity of the organisation.

FLUORTEN is firmly convinced that investing in people, promoting an inclusive work environment and supporting professional development is fundamental to attracting and retaining the best talent: they are the people who give life to ideas, build solid relationships with customers and guide the company towards sustainable success.



COMPETENCE AND KNOW-HOW

Le persone portano competenze, conoscenze ed esperienza. La loro expertise consente all'azienda di affrontare sfide complesse, migliorare i processi e sviluppare soluzioni innovative.



COMMITMENT AND MOTIVATION

People who work with passion and commitment are a resource. Their motivation fuels productivity, creativity and result orientation.



RELATIONSHIPS AND COLLABORATION

People build relationships inside and outside the company. A strong sense of collaboration and team-working fosters knowledge sharing, effective communication and positive interaction between employees.

EMPLOYEES AND COLLABORATORS

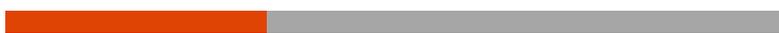


101 men



72%

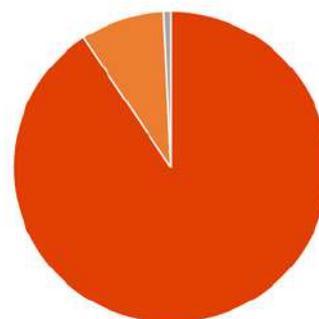
39 women



28%

The workforce of FLUORTEN employees and collaborators is divided as follows:

90% employees, of which 91 men and 35 women 9 % administered, of which 9 men and 3 women 1% COCOCO collaborator, 1 man



for a total of

140 employees and collaborators active in the year 2022

TURNOVER

4 %

Having a low turnover rate, that is, a low frequency of staff rotation within the organisation is fundamental for FLUORTEN.

A low turnover contributes to maintaining a certain stability in the company, reducing the interruption of operations, lower costs of recruitment and insertion of new figures and ensuring high levels of continuity and skills. A high turnover, on the other hand, can be a symptom of problems in the work environment, such as internal conflicts, lack of opportunities for growth or an unhealthy company culture. Maintaining a low turnover is more likely to create a positive and sustainable working environment and this is one of the main objectives that FLUORTEN sets itself.



21 hired



16%

16 dismissed



12%

SELECTION AND MANAGEMENT OF HUMAN RESOURCES

The selection of human resources is the beating heart of every successful company. It is the process by which organisations identify and choose the talents that will bring their mission and vision to life. This process should be underestimated, as the right people not only bring skills and knowledge, but also passion, motivation and contagious energy.

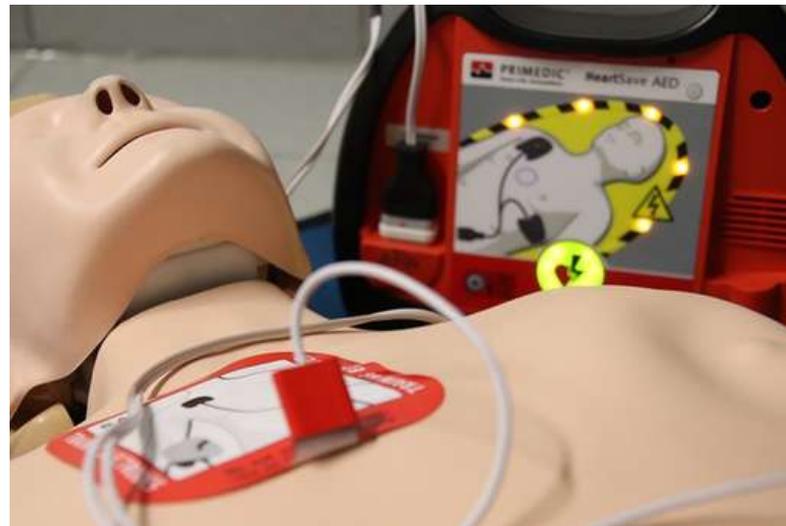
FLUORTEN invests in the careful selection of human resources with the aim of having a highly qualified team, ready to achieve goals and overcome challenges.

Subsequent incorporation into the company and onboarding are crucial phases in the entire human resource management cycle. They go beyond the initial selection of candidates and focus on the process of welcoming and integrating new employees into the corporate environment. Onboarding can help create a sense of belonging and corporate identity in new employees, and a well-structured onboarding process can also help mitigate legal and compliance risks. By providing new employees with the necessary information about company policies, regulations, and procedures, you can reduce the chance of costly errors or non-compliant behaviour.

The selection and inclusion of people is therefore a real art: it requires competence, dedication and a long-term vision. It is not just a matter of finding the best candidate for a position, but also a matter of building the future of the company.

For FLUORTEN, human resource management is a valuable investment for success and sustainable growth.





TRAINING AND SKILLS DEVELOPMENT

For FLUORTEN, investing in the professional growth and training of its employees is a priority, as this approach brings numerous benefits for both the company and its employees.

Constant training is essential to remain at the forefront in this sector. New technologies and best practices evolve rapidly, and investing in training allows to remain competitive and adapt to market changes in a timely manner.

In addition, professional growth is a way to foster cohesion and a sense of belonging within our team. Appropriate training programmes can encourage collaboration between employees, helping them develop stronger relationships and work better together to achieve our business objectives.

For FLUORTEN, it plays a fundamental role in health and safety training. Each employee has the fundamental right to work in a safe environment, and training provides them with the knowledge necessary to recognise hazards and take appropriate precautions.

When employees are educated on how to work safely, they tend to be more aware of the risks and follow safety procedures.

+9000

HOURS OF TRAINING PROVIDED ON THE SUBJECT OF HEALTH AND SAFETY FOR THE LAST 12 MONTHS

OCCUPATIONAL HEALTH AND SAFETY

Occupational safety is a top priority for every self-respecting company. Every day, thousands of workers around the world come to work expecting to return home safe and sound. However, unfortunately, accidents at work still represent a painful reality for many people and their families. The importance of reducing accidents at work cannot be highlighted enough. It is not only a matter of complying with laws and regulations, but also demonstrating a social and moral responsibility towards its employees. Every accident at work has a profound impact not only on the life of the person involved, but also on the functioning of the company itself.

FLUORTEN is seriously committed to safety at work, demonstrating a commitment to the well-being of its employees every day, but also a forward-looking vision for its long-term success. The reduction of accidents not only preserves the health and safety of workers, but also contributes to improving the company's reputation, increasing productivity and reducing operating costs.

ACCIDENT TREND FOR THE THREE YEARS 2020 - 2022

During the three-year period 2020 - 2022 5 accidents occurred in FLUORTEN of which:

2 on the way to and from work



40%

3 of a mechanical nature



60%



for a total of 66 working days lost over the three-year period.



FIERE ED EVENTI

*"Attending a trade show is like putting your business card on a giant screen."
Robert Kiyosaki*

FLUORTEN's active participation in trade shows and events is crucial for success and growth in the market. These events offer a unique opportunity to showcase and connect with a target audience, increasing the visibility of the company and establishing crucial business relationships. In addition, these opportunities allow to conduct in-depth market research, present new products or services and consolidate the company's reputation in the sector. Participation in trade fairs and events is a key element of FLUORTEN's growth strategy, offering significant advantages in terms of visibility, relationships, market research and reputation.

During the year 2022, FLUORTEN participated in the following trade show events:

FLUID POWER & SYSTEMS 2022 - Birmingham

MECSPE 2022 - Bologna

MCE EXPOCOMFORT 2022 - Milan





PROMOTION OF CULTURE AND SOCIAL INITIATIVES

FLUORTEN goes beyond simple business, engaging deeply in the promotion of culture and social initiatives. We are a company that believes in the importance of giving back to the community and supporting cultural and social evolution.

Our raison d'être is inspired by the belief that a society thrives when it invests in culture and social initiatives.

We are actively engaged in this field because we believe that culture is the foundation on which a healthy and inclusive community is built. Culture connects us, inspires us, challenges us and makes us grow as individuals and as a society. It is a powerful tool to build bridges between people, regardless of their differences, and promote mutual understanding.

We do not just look inside our company, we want to be present on the territory. We are actively involved in the projects we support, working side by side with cultural and social organisations to maximise our impact. We believe in the power of direct engagement and the inspiration that comes from collaboration.

During 2022, FLUORTEN was a sponsor of the Pro Palazzolo Amateur Sports Association, the skating rink at the Municipality of Sarnico and at Bergamo Orio Al Serio Airport.



FLUORTEN PER IL PIANETA

“I believe we have an obligation to fight for life on Earth—not just for ourselves, but for all those, humans and others, who came before us, and to whom we are beholden, and for all those who, if we are wise enough, will come after. There is no cause more urgent, no dedication more fitting than to protect the future of our species.”

- Carl Sagan -

ENVIRONMENTAL PROTECTION

For FLUORTEN, the protection of the environment is an issue of vital importance for many reasons, beyond simple ethical considerations. Today more than ever, environmental sustainability is a key factor in business management, with direct consequences on reputation, financial success and relationships with various stakeholders.

The environment is a shared good that requires the protection of everyone, including companies. Social responsibility implies that companies not only act in their own economic interest, but also for the well-being of society as a whole. How a company manages its environmental impacts can directly affect people's quality of life, public health, and the availability of vital natural resources. Climate change, depletion of natural resources and pollution can lead to economic instability, supply chain disruptions, additional costs and regulatory uncertainties. Conversely, a company that adopts sustainable practices can improve its resilience, reduce operational risks, and seize business opportunities in the context of a transition to a low-carbon economy.

In addition, consumer expectations are constantly evolving and more and more people prefer to do business with companies that demonstrate a commitment to the environment. Adopting sustainable practices and offering eco-friendly products or services can increase customer confidence, improve the company's reputation, and even generate new market opportunities.

Companies that ignore the importance of environmental sustainability risk being penalised in terms of image and losing customer trust, and this is a risk that FLUORTEN does not want to take.





ENERGY AND EMISSIONS

*"No gain is as sure as saving what you have."
Publilius Syrus*

FLUORTEN recognises that proper management of energy resources and emissions plays a key role in the sustainability of our company, therefore we have adopted a series of initiatives to promote a responsible use of energy within our company.

Recognising the importance of the transition to renewable energy sources, we have increased the use of sustainable energy sources, such as solar energy, by installing a photovoltaic system with a nominal power of 355,355 kWh to cover a significant part of our energy needs. This transition will not only reduce dependence on non-renewable energy sources; it will also lead to a decrease in greenhouse gas emissions related to production operations.

METHANE GAS AND ELECTRICITY CONSUMPTION

39.654 SCM

Methane gas for heating



4.271.381 KWH

Electricity



355.355 KWH

Rated photovoltaic power



ATMOSPHERIC EMISSIONS

FLUORTEN, with the aim of verifying the atmospheric emissions of its settlement in Castelli Calepio (BG), has entrusted a consulting company with carrying out the planned sampling and analysis activities.

All the parameters sought during 2022 have a compliant opinion, demonstrating that we are committed to constantly reducing and monitoring emissions related to our production processes.

Monitoring energy supply sources and controlling emissions are at the heart of FLUORTEN's sustainability strategy.

The goal is to pursue energy efficiency, the adoption of renewable sources and the reduction of emissions in order to contribute to a healthier and more sustainable environment for future generations.



WASTE CYCLE MANAGEMENT

In its commitment to promoting sustainability and environmental responsibility, FLUORTEN recognises that waste cycle management is an essential aspect of its business strategy. FLUORTEN understands its responsibility to reduce environmental impact and contribute to a more sustainable society, and is committed to doing so through careful waste management at all stages of its operations.



FLUORTEN implements initiatives to identify and reduce waste produced in its operational processes, recognising that reduction at source is the first and most effective waste management strategy. This approach not only helps preserve natural resources, but also reduces disposal costs. Where reduction, reuse and recycling are not possible, FLUORTEN manages waste responsibly, complying with all local and regional regulations regarding waste disposal. FLUORTEN actively involves its employees, suppliers and customers in its mission of sustainable waste management. Provides training and awareness to promote shared responsibility in waste reduction.





COMPANY POLICY FOR THE REDUCTION OF CONSUMPTION

At FLUORTEN, we are unequivocally committed to driving change towards a sustainable future. We recognise that reducing consumption is critical to this commitment, as it contributes to preserving natural resources, limiting environmental impact, and promoting a more sustainable work environment. Awareness and training are an integral part of our corporate culture. We regularly educate and train our employees on sustainable practices and reducing consumption, in order to create a corporate culture oriented towards sustainability. We also actively collaborate with our suppliers to promote sustainable sourcing and reduce environmental impact along the supply chain.

In this mission, everyone in the organisation has direct responsibility. The management and department heads will operate as models of sustainable behaviour and will support initiatives aimed at reducing consumption. Communication and transparency are key guiding principles. We will communicate regularly with our stakeholders, sharing our progress and involving them in our efforts for greater sustainability.

At FLUORTEN, we firmly believe that we can make a difference.

Our consumption reduction policy represents a significant step towards a better future for the environment, the community and our business.

Every individual in this organisation is critical to the success of this policy, and together we can create a lasting positive impact toward a more sustainable future.



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