

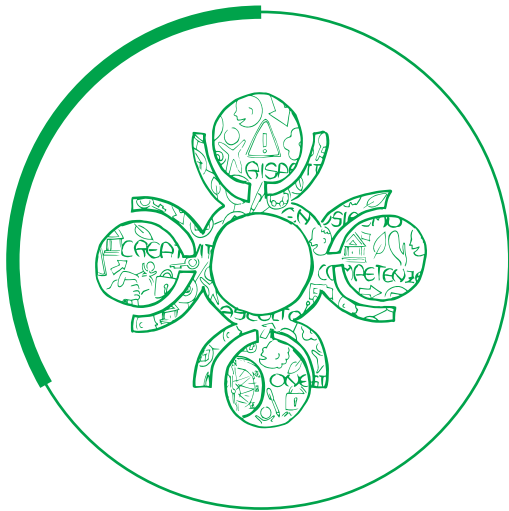


SUSTAINABILITY



SINGERGIE

POLICY & ORGANIZATION



Sinergia
promotes its
Code of Ethics



Sinergia
informs with
Blog dedicated to
Green & Sustainability



Sinergia
has been listed among
the **100 most sustainable**
Italian Companies by Forbes.

SUSTAINABLE DEVELOPMENT GOALS



Sinergia sustains
solidarity initiatives



Medical insurance
for employees

97%

of employees
are locals



UNI EN ISO 45001:2018
Certificate Occupational Health
& Safety Management Systems



QHSE dedicated
department



No serious incidents
in the past 5 years.



SINERGIA



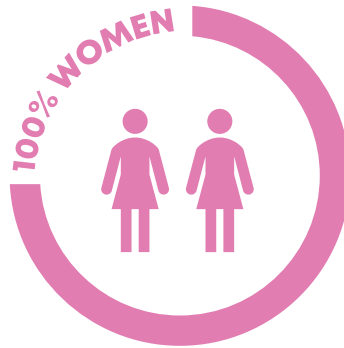
POLICY & ORGANIZATION

HEALTH IN SINERGIA

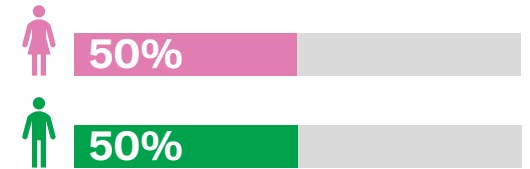
EQUAL OPPORTUNITIES



OWNERSHIP:

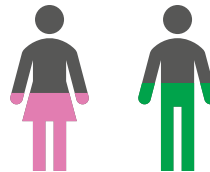


WOMEN MANAGERS:



85%
WOMEN
average salary
=
MEN
average salary

WOMEN are 30%
of office employees



WOMEN are 23%
of overall employees



Sinergia recognizes the positive value of diversity and promotes the principle that **all people must have equal access to work.** – from "Sinergia Ethical Code"



of employees have **fixed-term contract**



Average age of managers
45 YEARS OLD



8.135 hours of **Professional Development** in 2021



Average age of all employees
38 YEARS OLD



Sinergia promotes business culture towards the **new generations**

Sinergia strongly believes in its employees abilities and invests constantly in their formation and development. **The growth of every employee contributes to the growth of the Company.**

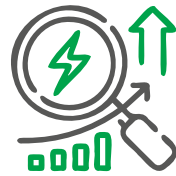


SINERGIA



POLICY & ORGANIZATION

GROWTH OPPORTUNITIES
& QUALITY EDUCATION



Reserch & Development Department
is involved in sustainable projects



UNI EN ISO 9001:2015
Certificate Quality management system



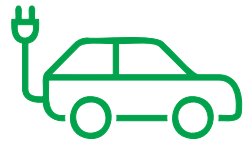
RECYCLING

Sinergia is attentive to the
respect for the environment

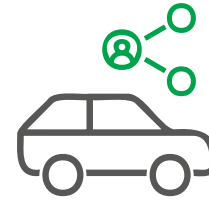
RESPONSIBLE CONSUMPTION & PRODUCTION



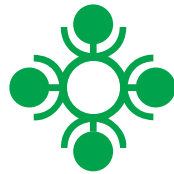
UNI EN ISO 14001:2015
Certificate Environmental
management system



Transition to **sustainable** company vehicles



Car-sharing policy



Green place of work
from the refurbishment
of an old industrial building
*(new offices made of recyclable
materials wood&glass)*



BIKE to work
support



Sinergia regulates every phase of its **organizational activity** with the adoption of **rigorous models and policies**



SINERGIA

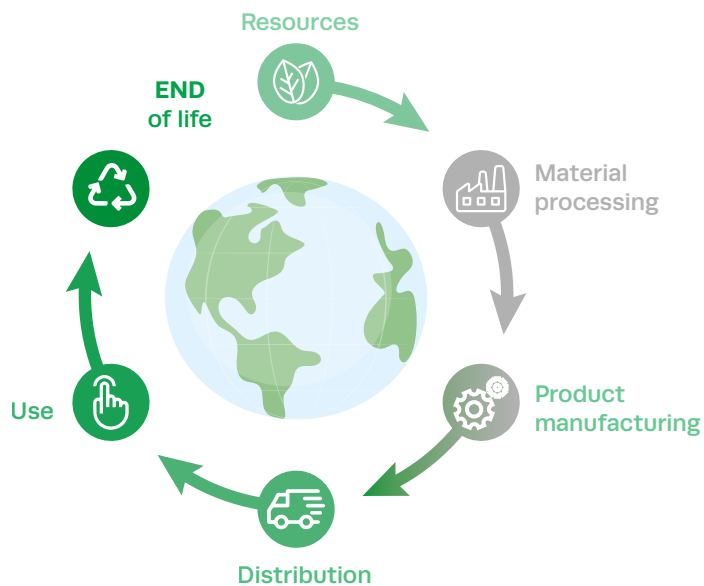


POLICY & ORGANIZATION








SUSTAINABLE CITIES &
STRONG INSTITUTIONS

Life Cycle Assessment Software

developed by Sinergia in cooperation with Università degli Studi di Bergamo, specifically for all Sinergia equipment.



How our LCA can guide your choices

CO ₂ EMITTED IN 2017		CO ₂ EMITTED IN 2021 	
EQUIVALENT to:	VALUE	EQUIVALENT to:	VALUE
Number of tank wagon 	0,0472	Number of tank wagon 	0,0109
Liters of gasoline consumed 	1,518	Liters of gasoline consumed 	351
Number of oil barrels 	8,29	Number of oil barrels 	1,92

The two tables refers to the **LCA evaluation** (*limited to construction process*) of the same Air Dryer manufactured in 2017 and again in 2021.

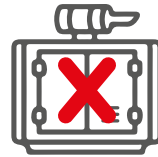
The improvement in values is impressive, but what happened in three years?

- ✓ Sinergia invested in a solar power system that let its power consumption for all manufacturing processes to be 100 % green.
- ✓ Sinergia stopped the use of diesel power generators to feed air compressor to test the subject air dryer.

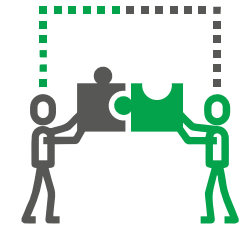
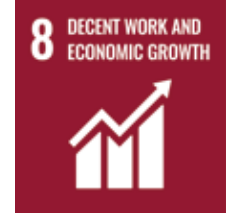
Asset & Productive strategies can improve sustainability.



Solar energy plant:
2.500 m² of photovoltaic panels annual production of 500.000 kWh of electricity.



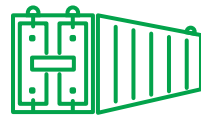
Diesel generator
for tests definitively removed.



Sinergia welcomes customer requests about **In-Country Value** involving *local Producers & Service Suppliers* in its projects.

70%

of consumed **electrical energy** comes from **renewable sources**.
(500.000 kWh/800.000 kWh)



Proposal of plants for ON-SITE utilities production:
Reduction of on-land heavy transport.




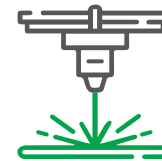
CLEAN ENERGY &
ECONOMIC GROWTH

INDUSTRIES INNOVATION & INFRASTRUCTURE



Reserch & Development Department
New products for green technologies
and industries.

 **+ 40%**
increase in budget
for R&D in past year.



New automatic 3D laser-cutting machines
reduced power consumption and ambient
pollution.



Digitalization of all processes:
Investment in new ERP system
(SAP), all in cloud.



Increase of **cyber-security**.



Circular economy and R&D studies on ecodesign of Sinergia plants.
(LCA software)



Sinergia can support customers in commercial phase to **analyze energy consumptions** during life-time of the plant, proposing optimizing solutions.



In 2017 **LCA software** developed in cooperation with "*Università degli studi di Bergamo*" for evaluation of equivalent CO₂ emission.



Revamping of old compressors, dryers and nitrogen generators.



Raw materials suppliers selection based on the material sustainability.



of used raw materials are **recycled material**.



"Bar-Code" control on every piece and single part reaching the storage: **control and reduction of waste**.



Preferred solution are Air-cooled, air compressors or as alternative, closed loop systems.



of produced wastes are **recyclable**.



Preferable selection of long-lasting consumable.



Steel as prime used material of our plants: steel has longer life-time and is **100% recyclable**.
(infinite cycle of steel -> upcycling)

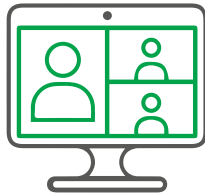


Alternative technical solutions to be proposed for reduction in **power consumption & consumables**.



Service department constantly in contact with customer *(availability of remote monitoring)* to grant predictive maintenance and a longer life-time of the equipment.

CLIMATE ACTION



Real-time Remote Monitoring.



IN-HOUSE production: implementation of the production capabilities.
NO OUT-SOURCING, means less transportation and emissions.



LCA Sinergia software as a base to propose to customer alternative solution with **lower CO₂ emissions.**

Reduce out-selection on **R513** 

Refrigeration dryer and chillers.



Evaluation & selection of sustainability of **sub-suppliers** with dedicated ESG survey.



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