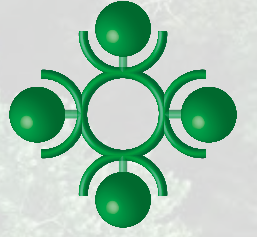


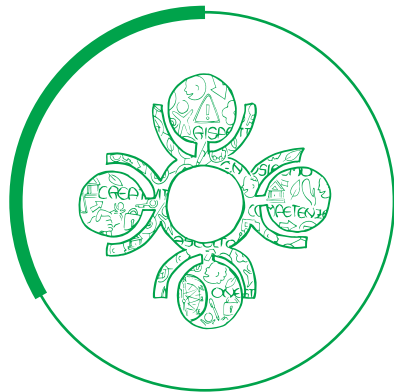


SUSTAINABILITY



SINERGIE

POLICY & ORGANIZATION



Sinergia promotes its **Code of Ethics & Supplier Code**



Sinergia has been listed among

- **Top 100 ESG Excellence**
Italian companies that have distinguished themselves for their commitment to sustainability.
- **Top 100 ESG Integrated Finance**
Outstanding companies that have successfully integrated sustainability, finance, and innovation into their development strategies.
- **Top 75 Innovation for Sustainability**
Companies whose innovations have the greatest potential to impact the sustainability of economic and social development.



**GREEN
Blog**

Sinergia informs with **Blog** dedicated to **Green & Sustainability**



Sustainability Scoring



SUSTAINABLE DEVELOPMENT GOALS



Sinergia sustains solidarity initiatives



Medical insurance for employees

99%

of employees are locals



QHSE dedicated department



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



No serious incidents in the past 10 years.

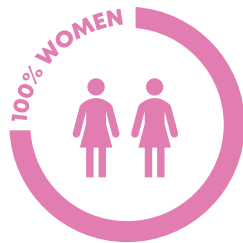


Internal restaurant with freshly prepared meals and allergy-friendly options.

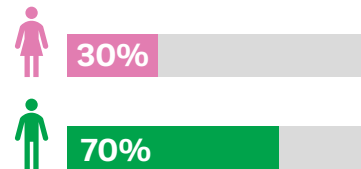
EQUAL OPPORTUNITIES



OWNERSHIP:

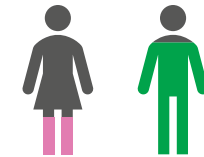


WOMEN MANAGERS:



Zero cases of discrimination reported until 2024

WOMEN are 35% of office employees



90%
WOMEN

average salary white and blue collars compared with MEN

average salary white and blue collars

94%
WOMEN

overall average salary compared with MEN

overall average salary

100%

Employees no lower than minimum salary range

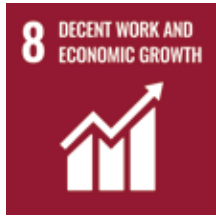
WOMEN are 25% of overall employees



Social Accountability Management System Standard

SA:8000

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 **steady contract**



11% of the staff in an **internship/apprenticeship** programs



125 hours/year per person of **Training & Professional Development** in 2024 (*15.357 hours*)



On average **6 school-to-work** programs per year



Average age of all employees **38 YEARS OLD**



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

7 Open days in schools and Universities in 2024 and **2 in-site visits** of local classes of students.

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.

Training includes, **sustainable development education, sustainable lifestyles, gender equality, peace culture, and cultural diversity's** role in sustainability.



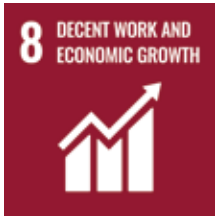
SINERGIA



POLICY & ORGANIZATION

GROWTH OPPORTUNITIES & QUALITY EDUCATION

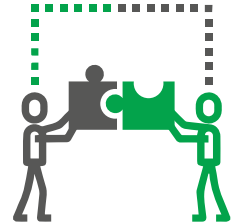
CLEAN ENERGY & ECONOMIC GROWTH



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



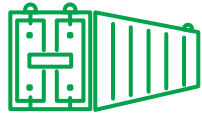
Diesel generator for tests definitively removed.



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

58%

of consumed **electrical energy** comes from **renewable sources.**
(467.830 kWh / 804.043 kWh)



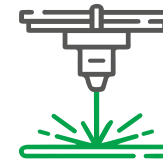
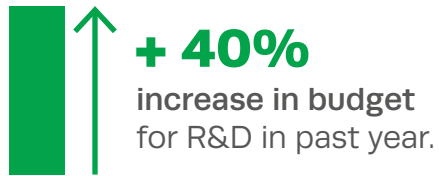
Proposal of plants for ON-SITE utilities production:
Reduction of on-land heavy transport.

Qualified Suppliers Based on ESG Criteria:

- 87% Italy
- 6% EU
- 7% Non-EU



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



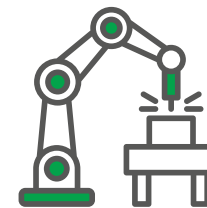
New automatic 3D laser-cutting machines
reduced power consumption and ambient pollution.



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



Increase of **cyber-security**.



Introduction of a Highly Automated
Robotic Welding System



**INDUSTRIES INNOVATION
& INFRASTRUCTURE**

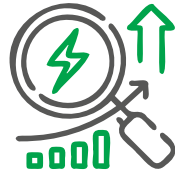


SINERGIA

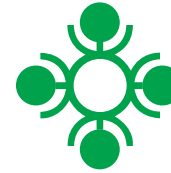


POLICY & ORGANIZATION

INDUSTRIES, INNOVATION & INFRASTRUCTURES



Reserch & Development Department
is involved in sustainable projects



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



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



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.



RESPONSIBLE CONSUMPTION & PRODUCTION



Raw materials suppliers' selection based on the material sustainability.



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

 **87%**
of produced wastes are **recyclable.**



100 %

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.**



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

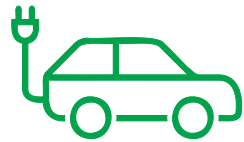


Preferable selection of long-lasting consumable.

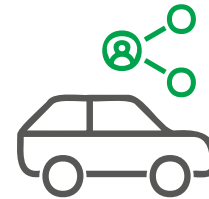


Service department constantly in contact with customer *(availability of remote monitoring)* to grant predictive maintenance and a longer life-time of the equipment.

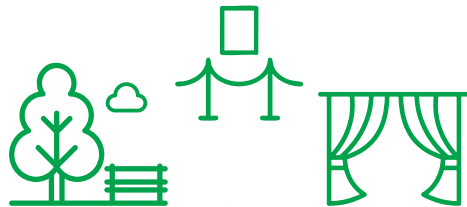
SOCIAL ACTIVITIES AND COMMUNITIES



Transition to **sustainable** company vehicles



Car-sharing policy



Sponsors of local cultural events



BIKE to work support



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

Parco RES

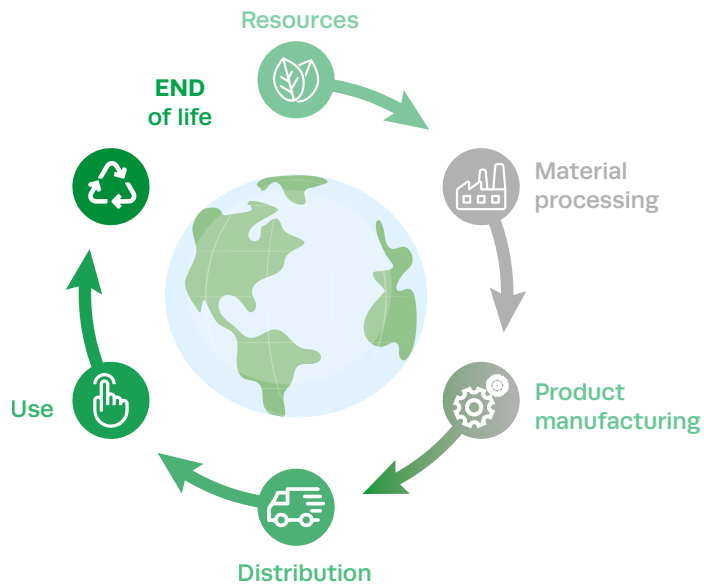
In 2024, Sinergia's management has reinforced its commitment to sustainability getting in charge the complete redevelopment of a relevant green area, made available to local communities.

Parco RES is a key space, for promoting health and well-being. The project aims to create a **welcoming natural environment offering diverse experiences** – sports, pic-nic area, meditation and community activities – adapting to different needs and life stages.



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.



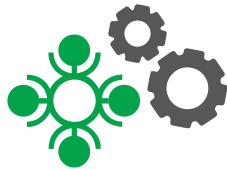
LCA Sinergia software as a base to propose to customer alternative solution with **lower CO₂ emissions**.



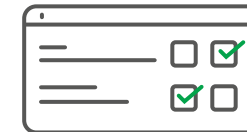
Real-time **Remote Monitoring**.

Reduce out-selection on **R513** 

Refrigeration dryer and chillers.



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



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



CLIMATE ACTION



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