



EMPOWERED PERFORMANCE

IMPACT REPORT 2021

OMAL S.p.A Società Benefit



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LETTER TO STAKEHOLDERS

As was the case for 2020, the year just ended also bore witness to an extraordinary emergency socioeconomic situation: the continuation of the pandemic scenario, its impact on the organisation of work, the increase in orders at the worldwide level, the increase in energy prices, the lengthening of lead times in the supply chain, and the lasting reduction in mobility. These phenomena have required us, as individuals and a community, to develop a responsible attitude and remind ourselves that **people are the true social capital** and that every action we take has an impact on our surroundings.

In 2021, the company's fortieth anniversary year, the awareness that we must necessarily make our own contribution became consolidated, and we decided to actualise the pathway to sustainability on which we had previously started in 2016, by changing OMAL's articles of association and transform it into a **Società Benefit** [benefit corporation]. The purposes included in the articles of association and the sustainability goals integrated into economic-financial ones are intended to reflect how important the local area, the community, the confidence of our commercial partners and technological innovation are, for all of us.

The UN 2030 Agenda's SDGs (Sustainable Development Goals) have highlighted important and challenging "common goals" that will guide the world along the right path in the coming years. These guidelines are an integral part of the sustainable development that we want to implement, and also give space to stakeholder collaboration and input in order to identify coherent actions. This is because we strongly believe that networking, banding together and playing as a team is the true deeper meaning of corporate social responsibility.

In our first impact report, we want to report on the results achieved in 2021, but mainly we want to communicate the concrete targets that we will commit to achieving in 2022, which will impact products, IT infrastructure, health, safety and environment, training and professional development, engagement and especially **employee wellbeing**.

What we are asking of ourselves is not a simple challenge, because the year in question comes in the middle of an even more unstable scenario than the previous two years; the ongoing conflict in Europe, the new sanctions against Russia, the spectre of stagflation and the decoupling of the USA and China do not make for easy reading, neither in relation to the market in which we are situated nor the balance of future geopolitics.

However, we are certain that this is the direction that we want to take. To help guide the way in this stormy sea, we will be aided by the lighthouse of **passion, respect** and a **sense of duty**, which will once again allow us to bring our ship to a port that is safe for us and for our families.

Amedeo Bonomi
CEO OMAL S.p.A. Società Benefit



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SOCIETÀ BENEFIT

To be able to fully explain the concept of a Società Benefit [benefit corporation], we specifically refer to what AssoBenefit says on the information website on Società Benefit curated by B Lab and AssoBenefit: www.societabenefit.net/cosa-sono-le-societa-benefit/

DEFINITION

Benefit companies voluntarily pursue one or more mutually beneficial purposes in the carrying on of their business, in addition to their for-profit purpose. Common benefit is understood to be the pursuit of one or several positive effects (which can also be achieved by reducing negative effects) on people, communities, local areas and the environment, cultural and social heritage and activities, organisations and associations and other stakeholders. Benefit companies pursue those mutually beneficial purposes in a responsible, sustainable and transparent manner, and doing this requires managers to find a balance between the interests of shareholders and the interests of the community. By law, benefit companies must appoint a member of management staff to be responsible for the company's impact and undertake to report on its own activities in a transparent and complete manner through an annual impact report describing both the actions taken and the company's plans and commitments for the future.

PURPOSE, RESPONSIBILITY AND TRANSPARENCY

A benefit company is a traditional company with modified obligations that require the management and shareholders to meet higher standards in terms of purposes, responsibility and transparency. In particular:

- **Purpose:** benefit companies undertake to create a positive impact on society and the environment, or shared value, in addition to generating profit. Sustainability is an integral part of their business model and benefit companies create favourable conditions for social and environmental prosperity, today and in the future.
- **Responsibility:** benefit companies undertake to consider the business's impact on society and the environment, in order to create sustainable value for all stakeholders in the long term.
- **Transparency:** benefit companies are obliged to communicate every year and report, in accordance with third-party standards, on the results achieved, the progress made and future commitments to achieving social and environmental impact, in relation to both shareholders and the public at large.

BUSINESSES FOR “COMMON BENEFIT”

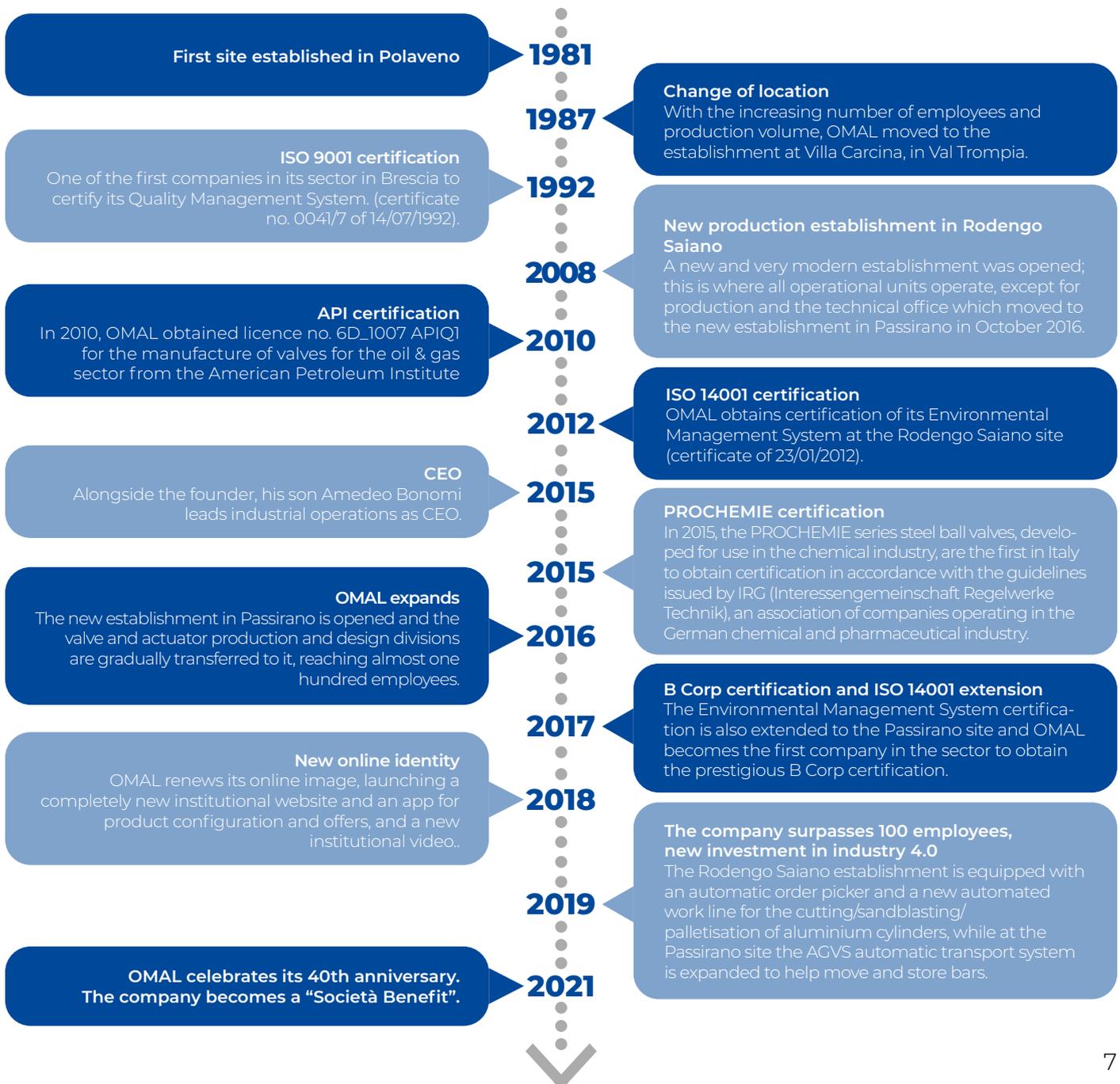
A benefit corporation must be used to achieve a Common Benefit, as well as to generate profit for shareholders. In fact, in Italy, the articles of association must state a specific common benefit, not just a general one. Common benefit is defined by law as a positive material impact on society and the environment. **Common benefit** is understood to be the pursuit of one or several positive effects (which can also be achieved by reducing negative effects) on people, communities, local areas and the environment, cultural and social heritage and activities, organisations and associations and other stakeholders.



WHO WE ARE

OMAL S.P.A SOCIETÀ BENEFIT

OMAL was established in Polaveno in Val Trompia in 1981, by Agostino Bonomi, the heir to a dynasty of entrepreneurs specialising in ball valves, who intuited that the future of this sector would have to engage in automation and the customisation of products for industrial use. Thanks to the creation of a team of specialist technicians and engineers, in just a few years OMAL asserted itself on the national and foreign market with innovative and high-performance products that were able to effectively meet the most complex technical requirements, suitable for several applications and customised for customers' specific needs. Design, research, innovation, automation and customisation are the keys to the company's success and characterise its growth. Today, after an appropriate generational shift, Agostino's son, Amedeo Bonomi – CEO of OMAL – is guiding the company and holding onto the values that have characterised the organisation's growth.





OMAL VISION AND MISSION



VISION

OMAL believes that the right balance between man and environment improves quality of life, guaranteeing a better world for future generation.



MISSION

OMAL works to create increasingly high-performance products that can help protect the environment and improve quality of life by making its plants safer and more reliable.

THE VALUES THAT GUIDE OMAL

PASSION

RESPECT

SENSE OF
DUTY

CORPORATE SOCIAL RESPONSIBILITY FOR OMAL S.P.A.

For OMAL, corporate social responsibility has always been the voluntary choice to integrate social and environmental aspects into its day-to-day valve and actuator manufacturing activities. Since its creation 40 years ago, the company has always believed that the overall performance of a business and the effectiveness of its actions are closely linked to the wellbeing of the social context in which it operates and the environmental impact generated.

For these reasons, corporate social responsibility is fully integrated into the organisation's business and governance.

Sustainability has always been part of the company's story, guiding its way of doing business and also creating value for stakeholders.

OMAL's aspiration is to progressively integrate sustainability into the day-to-day activities of all areas of its business, in order to achieve a coherent way of operating, in line with the most virtuous and advanced companies in terms of corporate social responsibility.



In fact, OMAL's awareness in this regard stems from the close attention it pays to corporate values, which are constantly updated and shared with the entire organisation, where the Sustainability Report, Ethical Code, Supplier Code of Conduct and Internal Policies have a single objective: **responsible growth for common benefit.**

Ever since OMAL signed up to the Global Compact and 2030 Agenda, it has always sought to multiply its initiatives to contribute to the common benefit. These initiatives also respond to the will to report on all facets of its operations externally, to everyone, with the aim of creating sustainable development in the broadest sense.

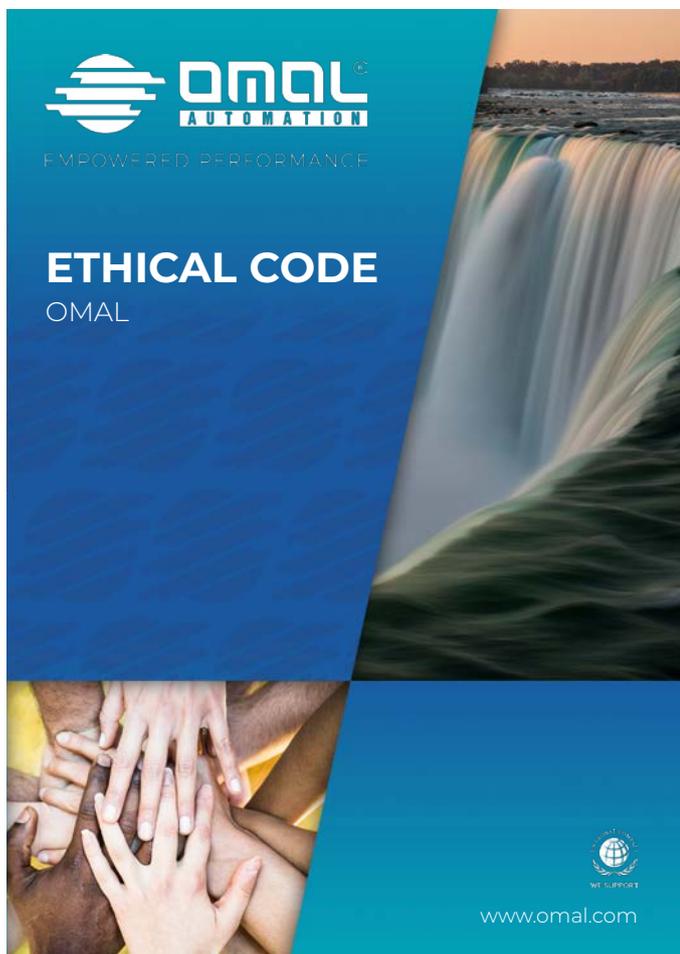
OMAL's journey towards transparency in all its activities started with the publication of our first sustainability report in 2016, which has continued on a regular annual basis since then.

GOVERNANCE FOR RESPONSIBLE GROWTH

OMAL's corporate compliance promotes the spreading of a culture in which the legality and fairness of conduct are essential elements of sound business operations, in addition to respect for the principles of business ethics for long-lasting, inclusive and responsible growth.

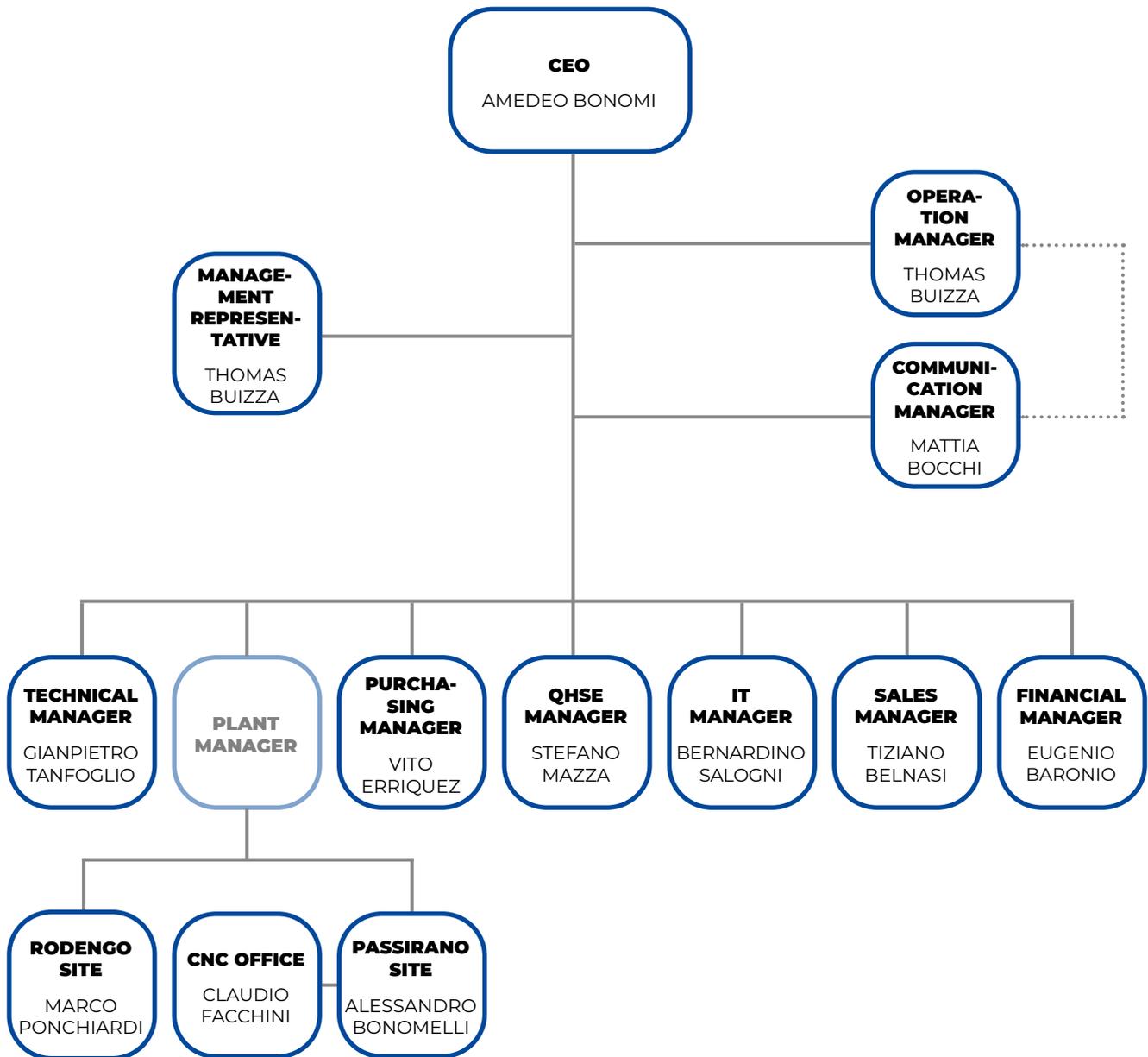
In fact, in all its processes and activities, OMAL rejects all forms of corruption, adopting a "zero tolerance" approach to it and performing its activities in compliance with the highest professional and ethical standards.

To better define the principles adopted in its business, OMAL has produced documents such as the Employee Code of Conduct, the Ethical Code and the Supplier Code of Conduct and Policies where social responsibility and sustainability are what guides the company.





OMAL ORGANISATIONAL DIAGRAM



Management manages and presides over all projects and initiatives inherent to issues of sustainability, making use of an Integrated Management System and the active support of all partners.

The Management’s main responsibilities for the responsible and sustainable growth of OMAL Società Benefit are:

- A commitment to common benefit.
- Transparency: the sustainability report.
- The community: OMAL intends to support the local area and communities in which the company operates.
- Institutional commitment: management of institutional relations, representing OMAL in various national and international sector associations.
- Impact assessment: assessment of the organisation’s environmental and social impact and creation of mechanisms to offset this.
- The value chain: management, alongside the various company departments, of relations with suppliers and customers with regard to sustainability issues.
- Sustainable innovation: creation, management and monitoring of sustainability projects funded by the company.





MUTUALLY BENEFICIAL PURPOSES

2030, the year in which the United Nations SDGs should be achieved, and 2050, the year in which Europe should become the first carbon neutral continent by separating economic growth from the use of resources, are not so far away. To achieve these objectives, while guaranteeing the company's competitiveness and responsible growth in the long term, OMAL has decided to accelerate the transition to a more sustainable economy, where a model for regenerative and sustainable growth guides its actions and all its activities.

This change of course towards an economy that puts not only corporate wellbeing, but also environmental and social wellbeing, at the centre, was an essential prerequisite on which OMAL's transformation into a Società Benefit was based.

In fact, with a view to common wellbeing, in 2021 OMAL decided to adopt the legal structure of a Società Benefit, in order to integrate the purpose of having a positive impact on society and the environment into its business object, in addition to its for-profit objectives.

On 30 June 2021, OMAL changed its articles of association before the Notary Mr Luigi Zampaglione to adopt the rules governing benefit corporations provided for in sections 376/384 of Law no. 208 of 28 December 2015 (the 2016 Stability Law), thus becoming a Società Benefit.

As specified in Chapter 1, becoming OMAL SB means pursuing its purposes with greater positive effects (which can also be achieved by reducing negative effects) on people, communities, the local area and the environment, cultural and social heritage and activities, organisations and associations and other stakeholders.





OMAL S.P.A.'S MUTUALLY BENEFICIAL PURPOSES SOCIETÀ BENEFIT

The articles of association identify some specific mutually beneficial purposes that OMAL S.p.A. SB has decided to pursue in the carrying on of its business activity.

The specific purposes and the way in which OMAL intends to pursue them, with the objective of generating revenue, creating profit and improving the wellbeing of people, the community and the local area in which the company operates, are reported below:

PURPOSE I

Invest in the innovation of products and company processes to ensure the right balance between man and the environment and to build a better world for future generations.

PURPOSE II

Promote training and professional development, encourage socialisation and dialogue within the community by supporting socio-cultural recreational proposals, group activities and sports.

PURPOSE III

Create an inclusive and proactive working environment that guarantees rights and duties that protect health and safety and support company welfare measures.

MEASUREMENT

In order for the impact to be measured in a more objective and authoritative way, in compliance with the regulations in force, OMAL S.p.A. SB deemed it necessary to align itself with the requirements for B Corp® certification, which it obtained in 2017.

OMAL has chosen the **BIA (Benefit Impact Assessment)** tool created by B CORP (the first sector-specific global organisation) to measure the environmental, economic and social impacts detailed below. This measurement tool is recognised by sections 376/384 of Law no. 208 of 28 December 2015 (2016 Stability Law) as a useful tool for pursuing common benefit.

It should be noted that, as a B Corp® certified company, OMAL has assessed the impact generated by its pursuit of mutually beneficial purposes using the B Impact Assessment (BIA) international external assessment standard, from 2016 to 2020.

WHAT IS THE BIA (B IMPACT ASSESSMENT)?

In measuring their impacts, benefit corporations use a technological measurement platform, the B Impact Assessment (BIA), released by the non-profit organisation B Lab. This assessment tool, available for free online, allows companies to rigorously, fully and transparently measure whether a company is regenerative, or creates more value than it destroys, providing a 360° assessment of all the economic, social and environmental impacts.

Companies that exceed the threshold BIA score of 80 out of 200 can apply for B Corp® certified status.



As required by the regulations, the assessment standard adopted by OMAL must be:

1

Exhaustive and articulated in its assessment of the impact of the company and its actions in pursuit of mutually beneficial purposes in relation to people, communities, the local area and the environment, cultural and social heritage and activities, organisations and associations and other stakeholders;

2

Developed by an organisation that is not controlled by or linked to the Società Benefit;

3

Credible, having been developed by an organisation which:

- Has access to the necessary expertise to assess the social and environmental impact of the activities of a company as a whole;
 - Uses a scientific and multidisciplinary approach to develop the standard, also potentially involving a period of public consultation.
-

4

Transparent so that the information concerning it is made public, in particular:

- The criteria used to measure the social and environmental impact of the activities of a company as a whole;
- The weighting used for the various measurement criteria;
- The identity of the directors and governing body of the organisation that developed and manages the assessment standard;
- The process through which changes and updates are made to the standard;
- An account of the organisation's income and sources of financial support to rule out any conflicts of interest.



OMAL's Impact Assessment Division

To demonstrate the commitment to working in a responsible, sustainable and transparent way, as indicated by Article 1, section 378, of Law 208/2015 (the law establishing benefit corporations), OMAL's impact assessment concerned the following areas of measurement:

GOVERNANCE

It assesses the company's level of transparency and responsibility in its pursuit of mutually beneficial purposes, paying particular attention to the company mission, ethics, the level of stakeholder engagement and the degree of transparency in the policies and practices adopted by the company.

EMPLOYEES

It assesses relations with employees and partners in terms of remuneration and benefits, training and opportunities for personal growth, the quality of the working environment, satisfaction, internal communication, flexibility and safety at work.

COMMUNITY

It assesses the company's relations with its suppliers and the local area and communities in which it operates, volunteering activities, donations, cultural and social activities, the management of diversity and inclusion, job creation and any other actions that support local development and the development of its supply chain.

ENVIRONMENT

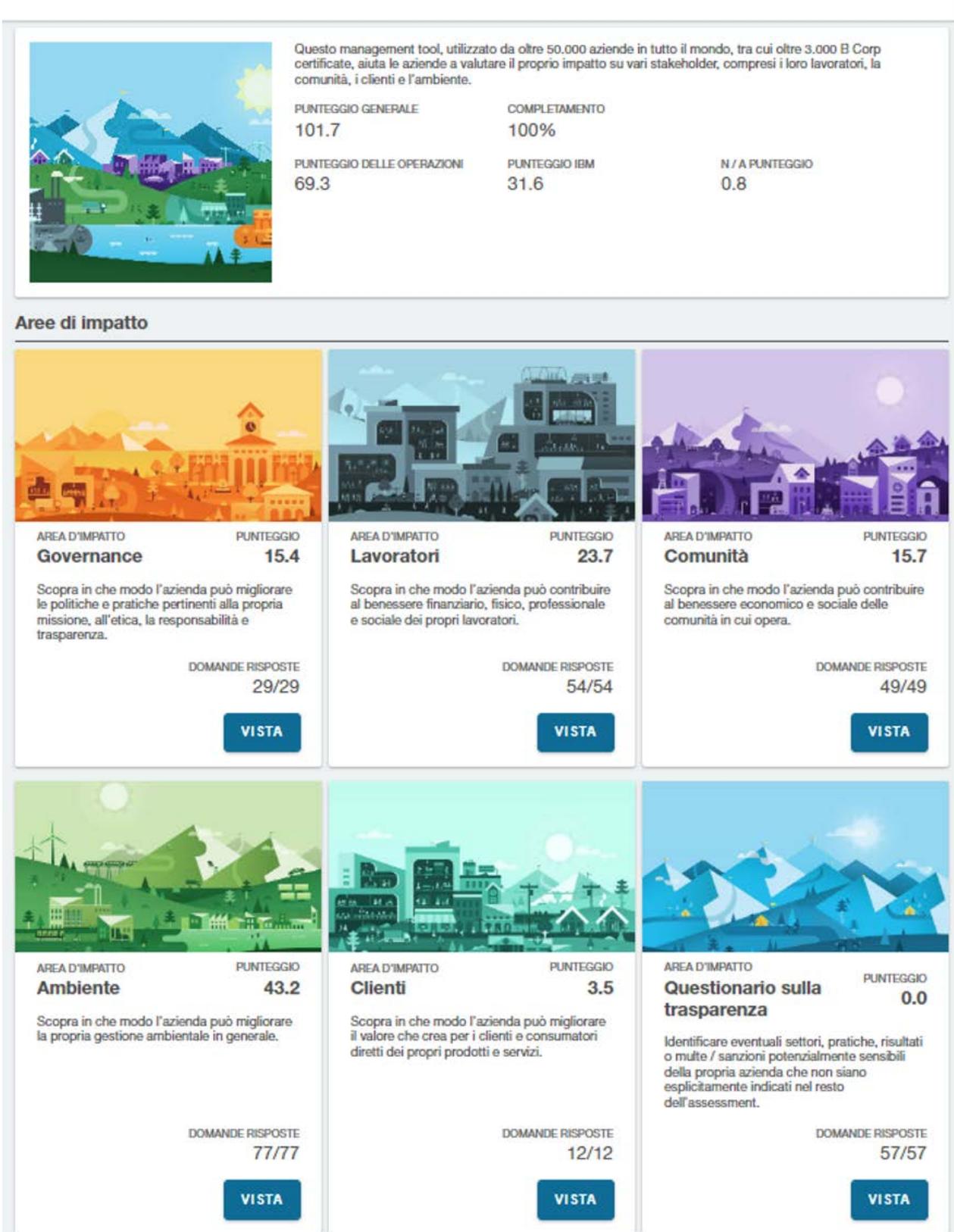
It assesses the company's impacts and overall environmental management, with a view to the life-cycle of products and services in terms of the use of resources, energy and raw materials, waste disposal, production processes, logistical and distribution processes, usage and consumption, and end-of-life processes.

CUSTOMERS

It assesses the value that the company creates for its own direct customers and consumers in terms of guaranteeing and ensuring the quality of products and services, ethical and positive marketing, data privacy and data security.



MEASUREMENT: 2021 RESULTS - BIA ASSESSMENT*



*It should be noted that the measurement of impact areas for 2021, as reported in this document having been carried out using the BIA B Impact Assessment, is subject to validation by B Lab. For OMAL, the validation of the measurement is a fundamental requirement for maintaining its B Corp® certification.





TARGETS, RESULTS AND MUTUALLY BENEFICIAL OBJECTIVES

Measurement metrics, the 2021 results, and mutually beneficial objectives

For OMAL, the 2021 measurement results represent the objective information that allows it to understand whether and to what extent the identified **Common Benefits** were achieved and to what extent the positive effects were improved and/or the negative effects were reduced. The measurement metrics identified by OMAL, the 2021 results and the next objectives are reported below, for every purpose:

PURPOSE I

Invest in the innovation of products and company processes to ensure the right balance between man and the environment and to build a better world for future generations.

METRIC 1: SUSTAINABILITY INDEX

In 2019 OMAL created a **sustainability index** applicable to all products and potentially also to new and revised projects and production processes. The objective is to assess their performance and environmental impact. This index takes account of certain objective parameters common to all products (categorised as upstream, core, downstream -> see 2019 Sustainability Report). The index was supplemented by adding a “**environmental impact coefficient**” which is applied whenever substantive or significant changes are made to a product or project aimed at improving its environmental impact. The EIC (environmental impact coefficient) is quantified according to an analysis system that provides for three levels of change (1: low, 2: medium, 3: high). The values corresponding to the changes impact on predefined aspects of the product and therefore change the final value of the sustainability index.

2021 RESULTS:

A streamlined version of the “VIP” product (pneumatic coaxial valve) was designed in 2021 in order to reduce the consumption of raw materials and energy used in the production process. With the “Streamlined VIP” project, OMAL **reduced the environmental impact** linked to the consumption of raw materials by 16% (average reduction for all product measurements): the VIP project has therefore improved the product’s sustainability index, which increased from 78.1% to 82.3%.

2022 OBJECTIVES:

OMAL undertakes to apply the sustainability index to a product or project every year.



METRIC 2: ASSESSMENT OF THE % AND OVERALL REDUCTION IN THE PRODUCTION PROCESS'S ENERGY CONSUMPTION.

In 2021, OMAL introduced a system for monitoring energy consumption at the Passirano (Brescia) production plant. The monitoring system installed by OMAL allows the organisation to monitor general energy consumption for production in real time, isolating the data by process, machine and department. The system is currently in its testing phase. In order to know and measure the organisation's impact on the environment, OMAL has updated its CFO calculations.

Corporate Carbon Footprint is a measurement of the total amount of greenhouse gas (GHG) emissions caused directly and indirectly by an organisation, expressed in terms of equivalent CO₂. The data used to quantify emissions relate to the Rodengo Saiano (Brescia) and Passirano (Brescia) establishments and the year 2021. The study was carried out in accordance with the **UNI EN ISO 14064-1: 2019 standard**, with the objective of reducing consumption and offsetting the effects thereof.

2021 RESULTS:

The following table contains a summary of OMAL's GHG (greenhouse gas) emissions, sub-divided into the following main components:

Ton CO₂ produced

GHG Protocol	UNI EN ISO 14064 - 1	GHG emissions	GHG emissions [%]
CATEGORY 1:	<ul style="list-style-type: none"> • Natural gas combustion • Diesel combustion • Petrol combustion • FGAS losses • Atmospheric emissions 	339,05	5,34%
CATEGORY 2:	<ul style="list-style-type: none"> • Emissions deriving from the production of purchased electricity • Emissions deriving from electricity produced from photovoltaic sources 	343,68	5,42%
CATEGORY 3:	<ul style="list-style-type: none"> • Production of fuels used (diesel, petrol and natural gas) • Incoming logistics • Outgoing logistics 	418,55	6,60%
CATEGORY 4:	<ul style="list-style-type: none"> • Production of raw materials • Production of auxiliary materials • Production of packaging • Waste disposal 	5.217,68	82,24%
CATEGORY 5:	<ul style="list-style-type: none"> • Product end-of-life • Packaging end-of-life 	25,39	0,40%
Total		6.344,34	

CO₂ Offset

In 2021, the following environmental impacts were offset/reduced, corresponding to 564.26, or 9% of the CFO value:

1. diesel/petrol consumption = 18.69 (t) tonnes CO₂ Eq.;
2. 100% renewable electricity consumption = 487.6 tonnes CO₂ Eq. (LOWER EMISSIONS THAN A CONVENTIONAL ENERGY MIX);
3. 100% renewable electricity production = 35.8 tonnes CO₂ Eq. (LOWER EMISSIONS THAN A CONVENTIONAL ENERGY MIX);
4. incoming logistics = 21.536 tonnes CO₂ Eq.;
5. CO₂web = 0.6 tonnes CO₂ Eq.;



2022 OBJECTIVES:

OMAL is committed to monitoring the data returned by the energy consumption monitoring system, with the primary objective of carrying out a systematised assessment and analysis of the trend in consumption at least **twice a year**. OMAL's objective is to understand how to optimise consumption and minimise its impacts.

METRIC 3: DEVELOPMENT OF INVESTMENTS FOR A SUSTAINABLE SMART FACTORY.

In 2021, OMAL decided to target investments at the **digital** world, a pillar which has accompanied the company vision for years. The activities undertaken to date were carried out in order to **digitally permeate the company** through:

- The implementation of a **scheduler** for production which takes account of real availability of resources and the related workload;
- The introduction of **artificial intelligence** in the use of company performance indices to allow the impact of strategic decisions on company results to be simulated;
- The creation of a new **e-commerce** platform based on new market inputs.
- "Work in progress" investments and projects that see OMAL committed to 360° digitalisation.

2021 RESULTS:

Resources used in digital investment as a percentage of previous year's EBITDA = 1.2%

2022 OBJECTIVES:

OMAL is committed to continuing with its investment for a sustainable smart factory to support processes: OMAL's main objective for 2022 is to achieve **at least 75%** progress in the works for the three projects underway.



PURPOSE II

Promote training and professional development, encourage socialisation and dialogue within the community by supporting socio-cultural recreational proposals, group activities and sports.

METRIC 1: INCREASE THE NUMBER OF HOURS' TRAINING IN SAFETY AND FOR THE TECHNICAL AND PROFESSIONAL GROWTH OF OUR STAFF.

2021 RESULTS:

In 2021, OMAL provided its employees with a total of **1,204 hours** of training, of which:

- **137 hours** were obligatory training;
- **1.067 hours** were for professional and personal development;
- **86%** of the company population was involved in company training programmes.

2022 OBJECTIVES:

With the intention of ensuring the wellbeing and growth of its employees, OMAL decided to create the HR department. With this new company department, the organisation intends to identify a **monitoring system** for the provision of internal training. The objective is to create a systematised process to **map training needs**, while continuing to provide highly professional courses and training with ad hoc development plans for strategic position, and implementing the expertise of the entire company population. For 2022, OMAL's objective is to start to provide training to at least **90% of employees** and give the go-ahead to the mapping of training in the first management reports

METRIC 2: CHARITY AND CULTURAL DONATIONS IN SUPPORT OF COMMUNITIES.

2021 RESULTS:

In 2021, OMAL decided not to wed itself to specific charitable projects but to respond to requests from the community. It therefore chose to support the "I bambini delle fate" association, which promotes social inclusion, by donating € 6,000.

2022 OBJECTIVES:

OMAL intends to maintain contact with the associations that it supports and participate in active dialogue with them with the intention of building **joint projects** and being able to assess their impact and benefit by involving the entire organisation in this objective. OMAL's objective in 2022 will be to identify – with guidance from stakeholders – a charitable project to support.



METRIC 3: PLENARY MEETINGS WITH ALL COLLEAGUES (EMPOWERED DAY AND EVENTS FOR ALL EMPLOYEES)

The ongoing restrictions linked to the pandemic also prevented OMAL from organising all the plenary times for sharing that are usually planned for all employees.

2021 RESULTS:

Within the limit of the relevant restrictions, OMAL managed to organise four meetings where the company's main senior figures were able to discuss and develop company strategies through team building projects.

2022 OBJECTIVES:

OMAL intends to continue with the planning of meetings in order to promote meetings with all employees on an ongoing basis, where they can share, teach and develop the culture of sustainability. Specifically, OMAL intends to organise **focus groups**, involving 30% of the company population; these meetings will be aimed at identifying specific actions to be taken during the course of the year and monitoring the progress made with the objectives.

Thanks to the partnership with the **Università Cattolica's** Psychology Department, which started in 2021, OMAL plans to start a three-year project on the topic of sustainability in 2022. Throughout 2022, the first year of the project will focus on support for OMAL in the organisation and development of the focus groups mentioned above.



PURPOSE III

Create an inclusive and proactive working environment that guarantees rights and duties that protect health and safety and support company welfare measures.

METRIC 1: NUMBER OF SPECIFIC REPORTS ON ISSUES OF HEALTH AND SAFETY AND SUSTAINABILITY, PROMOTE SHARED AWARENESS AMONG ALL COLLEAGUES FOR AN INCLUSIVE AND SAFE WORKPLACE.

2021 RESULTS:

In 2021, OMAL introduced an **anonymous reporting system**. Through the use of special **QR codes**, which guarantee privacy, OMAL intends to involve all colleagues and raise their awareness of the use of this new listening channel that can be used to gather information on needs, critical issues and proposals for improving working conditions.

2022 OBJECTIVES:

OMAL intends to implement the reporting system and ensure it includes issues such as: health and safety, quality, environment and sustainability.

In addition to monitoring the reporting system inbox, the commitment for 2022 is to **assess** 100% of reports, and to **respond** and **communicate** any consequent actions to employees.

METRIC 2: NUMBER OF NON-OBLIGATORY MEETINGS WITH HEALTH AND SAFETY REPRESENTATIVES.

Health and Safety Service meetings were organised regularly at OMAL in 2021; quarterly meetings with **Management**, the **Health and Safety Department Manager** and **Health and Safety Representatives** were also planned and held. These meetings made it possible to plan activities and interventions to improve the working environment and monitor the progress made. The quarterly meetings were an opportunity to gather reports and requests from workers directly.

2021 RESULTS:

- No. meetings: 4
- No. people involved: 5
- No. reports/proposals on health and safety issues: 6
- No. activities planned and carried out: 12

2022 OBJECTIVES:

OMAL commits to incentivising the organisation's participation and involvement. The objective is to plan and hold at least **three meetings with Health and Safety Representatives** and **at least two with site managers** (officers) every year, in order to ensure that the making and implementation of decisions is shared to the greatest extent possible.



METRIC 3: SPECIFIC MEETINGS - “OMAL SUSTAINABILITY WORKING GROUP”

2021 RESULTS:

Meetings on the issue of sustainability aimed at developing specific planning needs were held at OMAL in 2021.

2022 OBJECTIVES:

In order to pursue its objective of responsible and sustainable growth, OMAL intends to establish an “**OMAL Sustainability Working Group**”, which will involve the participation of Department Managers on shift, coordinated by the CSR/HR department. The meetings will be functional to monitoring metrics, actions and objectives linked to the company’s purposes and responsible growth. OMAL intends to plan and hold at least three meetings a year.

METRIC 4: OBTAINING AND MAINTAINING UNI ISE 45001:2018 CERTIFICATION TO GUARANTEE A SAFE WORKING ENVIRONMENT FOR ALL EMPLOYEES AND BECOME UNI ISO 45001:2018 CERTIFIED.

2021 RESULTS:

During 2021, the ISO 45001 project was developed in relation to the following aspects:



- creation of a tendered works management procedure (PQ48);
- updating of procedure, incorporation and implementation new plants/equipment (PQ62);
- creation of procedure for on-boarding new recruits (PQ49);
- verification of the procedures for providing internal training (PQ61);
- new procedure for management of tendered works (PQ48);
- involvement of staff in implementation of Safety Management System (QR Codes);
- RAD update;

2022 OBJECTIVES:

OMAL is committed to obtaining certification for the management system under the UNI ISO 45001 standard by the end of 2022. The necessary activities to apply for ISO 45001 certification will therefore be completed in 2022:

- 1st quarter: Internal audits in accordance with ISO 45001:2018
- 2nd quarter: Application for ISO 45001:2018 certification audit
- 3rd quarter: ISO 45001 certification

Moreover, training course will be activated in order to support employees in the implementation of the new organisational model.



CONCLUSIONS

Aware that we remain in an unpredictable international scenario due to the persistence of Covid-19 and the geopolitical situation, OMAL is committed to predicting now what the future social, economic and political implications will be, and to maintaining its mutually beneficial objectives as a Società Benefit.

This initial 2021 impact report marks an important step for OMAL: it paves the way towards an even more advanced way of doing business. Now more than ever, OMAL is certain that the path it has taken until now, with its transformation into a benefit corporation, constitutes the “guide” that will show the way for its next actions and growth. While remaining aware that there are many areas of improvement on which to focus its efforts, OMAL intends to evolve towards an inclusive and sustainable business model.

Having carried out an assessment and analysis of its first year as a Società Benefit, OMAL declares its commitment to achieving the objectives established for 2022, for the common benefit.

OMAL S.p.A Società Benefit

Rodengo Saiano (BS), 31.05.2022

Signature



OMAL S.p.A.



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Lat: 45° 35' 53" North; Lon: 10° 05' 21" East

PRODUCTION SITE

Via Brognolo, 12 - 25050 Passirano (BS) ITALY

Coordinates:

Lat: 45° 35' 51" North; Lon: 10° 05' 18" East