



BEAT 2025 OF TECHNOLOGY



SUSTAINABILITY AND IMPACT STRATEGY



CEPI HEART OUR VISION

development

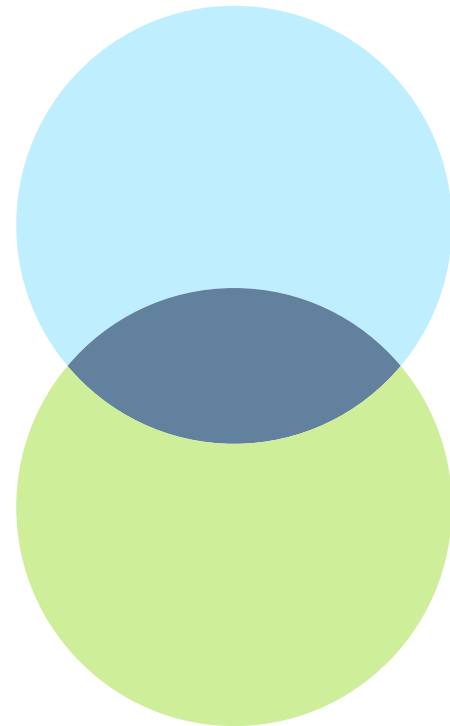
The Capi Impact Report 2024 is a strategic review of our approach to sustainability.

An approach designed to deliver **solid and regenerative growth**, which generates value while benefitting people, the market, the planet and the local area.

Our vision is guided by the '5 Ps' model, which we put into practice through our daily choices; this is how our idea of truly integrated sustainability is brought to life. thriving

For us, impact needs to underpin every aspect of our business and lies at the heart of our technologies - broadly defined as **design, production and relationships**.

This is why we are committed to sharing the positive impacts of our **product** idea, the connections and **partnerships** that build and consolidate the network of



our ecosystem, the **projects** that generate and return value, and finally the transparency and commitment to disclosing information that can be found in our **policies**.

What we do goes beyond the concept of sustainability; we strive to build a regenerative business system based on an economic model that creates lasting and shared prosperity.

Combining **innovation, inspiration** and **technology**, we are mapping out a strategy to maximise the **positive impact we generate** and increase our **competitiveness** by responding to the environmental, social and economic challenges of our time.



**OUR
VISION**

 **PEOPLE**

 **PLANET**

 **PARTNERSHIP**

 **PROSPERITY**

 **PEACE**



PLACE

Our low-impact premises



PRODUCTS

Sustainability in what we do



PARTNERS

The value of networking



PROJECTS

Actions that boost our impact



POLICIES

How we approach our work

**OUR
ACTIONS**

- ~ Our sustainable home
- ~ Waste management

- ~ Mobility

- ~ Bulk Handling System
- ~ Revamping
- ~ Circularity

- ~ Supply Chain
- ~ Steel supply chain
- ~ Product certifications

- ~ Altremani & Techne
- ~ Forlì Detention Centre
- ~ IOR
- ~ University of Bologna

- ~ CSS
- ~ Cavarei
- ~ Babini
- ~ Sfridoo

- ~ GoodCom
- ~ Rippotai
- ~ Forlì Private Hospitals

- ~ Shared HR
- ~ Blu Donna
- ~ Metalli nascosti

- ~ Metalmeccaniche
- ~ Luoghi Comuni
- ~ Atena

- ~ Management control
- ~ Altremani project
- ~ Solidarity Christmas

- ~ Code of Ethics
- ~ Gender Equality

- ~ MCI
- ~ Certifications

PLACE
PRODUCTS
PARTNERS
PROJECTS
POLICIES

LETTER TO OUR STAKEHOLDERS

Dear Stakeholders,

The end of the year is an opportunity to pause and reflect on how far we've come together.

The document you are reading is a collective story, **a map of a journey** built on ideas, shared visions, and transformations – whether big or small.

CEPI's evolution has never been merely a technical one: we don't just make equipment - we have always built systems, processes and relationships; customised solutions, designed to last and to grow with their users.

Each system is the result of a **balanced combination of research, engineering, creativity and shared planning**, elements that constitute the fundamental pillars for the continuous growth of our company.

We know that the current market is based on **quality, innovation and added value** that companies can offer, which is why we are increasingly shifting towards a consulting role, supporting our customers not only with quality products, but with solutions capable of responding to new needs: customisation, efficiency, circularity and - today - sustainability.

In this perspective, profit is only one facet of the global vision that inevitably leads to the creation of a healthy working environment and a positive company culture. The impact generated is not the sum of 'sustainable initiatives', but **a way of thinking and acting** that permeates every aspect of company life: from design to governance, from the well-being of people to the regeneration of local areas. The technology we develop is increasingly transparent and accountable. It is designed to last and to adapt, as well as to anticipate needs rather than just meet them.

All this is possible thanks to the **relationship-based culture** that has distinguished us since our foundation: CEPI is a company founded by combining different perspectives - engineering, technology, business - and striking a balance in diversity, which has become its strategic resource. Our organisational model encourages participation, welcomes new talent, and promotes the fusion of ideas and approaches, making complexity a driver of innovation.

In 2024 we were committed to strengthening a **regenerative model** capable of going beyond the limits of 'defensive' sustainability, moving towards a paradigm capable of **returning value** to people, the environment and the community. Investments in welfare and training, strategies for gender equality, production choices geared towards the circular economy and transparent governance are the key points of this path.

That's why this document is not just a report, but **an appeal for shared responsibility**. Because we believe that a positive impact is built together. Day by day. This can be done when you choose to do what you do in the right way, while being transparent about it.

Thank you for joining us on this journey.

Sandra Ceccarelli
Managing Director – CEPI



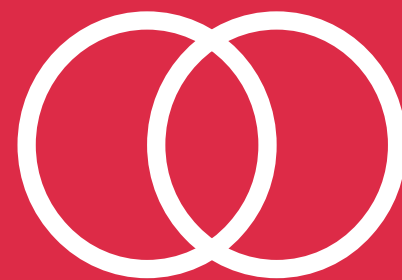
5P5P



PEOPLE



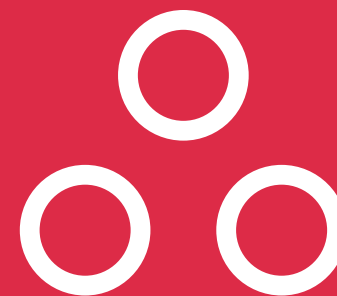
PLANET



PARTNERSHIP



PROSPERITY



PEACE



PEOPLE



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PARTNERSHIP



PROSPERITY




PEACE



MAP

PEOPLE



At CEPI, we believe that people are the real powerhouse of the company. Not only do we consider our people to be our driving force, but we also believe they are the beating heart that brings our processes to life. For us, putting people at the centre of our approach means giving concrete value to internal and external relationships and to the communities we interact with, guaranteeing respect for the dignity, equality and well-being of each individual involved. We are firmly committed to creating an inclusive work environment where every employee feels heard and valued, and where care and attention to personal needs are a major priority.

Welfare

Training

Gender equality

Safety



RESTORING TANGIBLE VALUE IN RELATIONSHIPS



Welfare

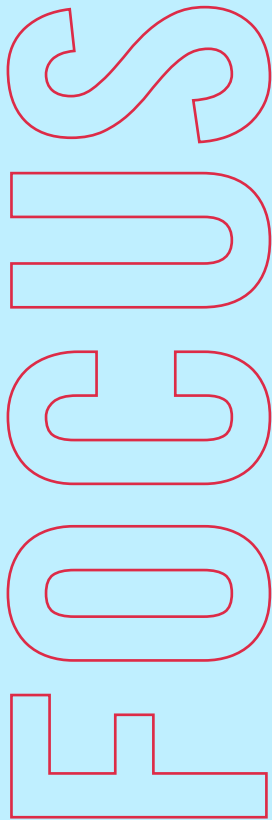
CEPI believes that welfare is not just a set of benefits, but a **key element** of our company culture, in line with ESG principles. Our approach is based on the activation of collaborations with organisations in our local area to create a relationship with multiplied value. Company welfare allows us to perfectly combine the creation of tangible benefits for people with the promotion of services and goods provided to our closest stakeholders. We have always been firmly committed to people's well-being, which translates into increasingly structured support tools to ensure **transparency, full use and customised support**. Since 2016, we have been managing our welfare programme in partnership with **Social Welfare**, a project developed by the **Consorzio Solidarietà Sociale**, a local Third Sector organisation. To this end, we have created a **welfare helpdesk**, where our employees can access all the necessary information and the specialised guidance provided by **welfare managers**. Since 2023, the programme has been enhanced with the introduction of **Shared HR**, an innovative model that integrates human resources management, psychological support and communication strategies to strengthen the organisational environment. An important part of the

Welfare

Training

Gender equality

Safety



CEPI WELFARE CHAMPION

*CEPI's recognition as **Welfare Champion** by the Welfare Index PMI is proof of the effectiveness of our vision.*

CEPI has been awarded - for the second time - Welfare Champion in the Welfare Index PMI 2024, a contest promoted by Generali Italia to select the most virtuous small and medium-sized Italian companies in the field of welfare, selected from more than 7,000 participating companies. The award ceremony, which took place on Thursday 13th June in Rome, was attended by our very own Davide Saputo, HSE and Factory Manager, representing CEPI as a member of the Welfare committee.

'Welfare means well-being, and working without well-being is meaningless, says Stefania Montalti, who coordinates our sustainability policies. 'Work-per se-must be a source of well-being. The principle guiding our relationship with staff and the community is the need to give back - the value generated by the company must be shared. The idea is that those who work with us must benefit from what we do.

The award is based on the Welfare Index PMI, the index that evaluates the level of company welfare in small and medium-sized Italian companies and is given to companies with a company welfare system characterised by a significant s taken (both in terms of scope and intensity), high management capacity and economic-organisational commitment (proactivity, focus on social innovation, systematic involvement of workers) and a major social impact on the community inside and outside the company.

Based on the Welfare Index survey, SMEs with a comprehensive welfare programme not only have a positive impact on people and communities (favouring the employment of young people and women, promoting inclusion and diversity, encouraging training and development), but also experience increased productivity and turnover.



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plan was the **systematic monitoring of company well-being**, by combining quantitative data - on socio-demographic composition and care responsibilities - with a qualitative analysis of the relational and communicative environment. This approach has made it possible to identify the most relevant needs and to structure welfare in key areas: **health and well-being, work-life balance, training, culture and socialising**.

In addition to contractual welfare, our programme is **multifaceted** and offers various initiatives: a **productivity bonus** that can be used entirely in the welfare programme, a **psychological helpdesk** for personal support, fringe benefits, personalised **training** programmes, and a wide selection of flexible benefits, including healthcare, social assistance, education and recreation. All services are accessible through an online platform - Welfare X - developed by CgMoving as part of the national CGM Welfare project. The services are provided by a network of local partners coordinated thanks to the activity of the Consorzio Solidarietà Sociale, which supports us to facilitate access, build a network of real relationships and enhance our territory. Well-being also involves sharing and physical activity: **recreational areas** have been set up in the **canteen** (a ping pong table was also made available) as well as **outdoors** (a basketball area was set up) to encourage quality break times and socialising, while promoting sports and attention to health; the latter

Welfare

Training

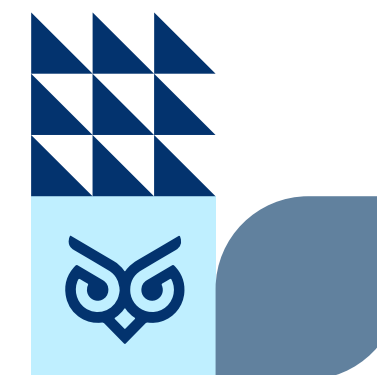
Gender equality

Safety

two points are also supported by the possibility of participating in training sessions the company, and by the partnership with **Ospedali Privati Forlì** (Forlì Private Hospitals), which offers training and advice for direct access to services. Special focus is placed on internal communication, with initiatives to make welfare information clear and easily accessible. CEPI promotes a business model in which **people are at the centre of the company's strategy**, investing in a fairer, more collaborative and sustainable work environment. Our programme promotes individual well-being and social inclusion while strengthening internal cohesion and enhancing the company's resilience, in a dynamic and inclusive way, making us more solid and competitive even in the face of the most complex challenges.

Training

CEPI considers continuous training to be a key element of its strategy, in line with the fourth of the European Union's objectives for the period 2021-2030 dedicated to 'quality education'. We promote the concept of Learning to learn, i.e. the ability to manage one's own learning autonomously, combining theoretical, practical and behavioural skills. Our vision aims to develop the desire to learn, the ability to adapt flexibly to new challenges and an awareness of the impact of individual choices in a complex context. Through the '**Luoghi Comuni**' (common places) format, we organise training events that combine the educational aspect with a community experience, encouraging reflection on the role of sustainability in work and life. This project draws inspiration from the spirit of solidarity that characterised CEPI during the flood of 2023, when our employees came together as a family to support the business community. With 'Luoghi Comuni', we want to keep this spirit alive to create new forms of collaboration and innovation. In addition, the **ATENA** training plan, designed for the three-year period 2025-2027, triples the legal requirements, offering 72 hours of training per employee. This programme, developed in response to needs identified within



our company, includes a wide range of courses, from advanced technical skills to cross-disciplinary training, with a focus on health, prevention and well-being. The goal is to prepare our employees to successfully face future challenges in a constantly evolving work environment, providing them with the skills and resources necessary for professional and personal growth.



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Gender equality

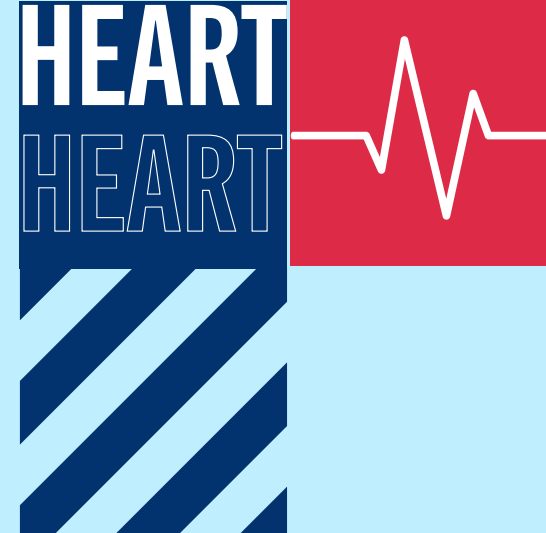
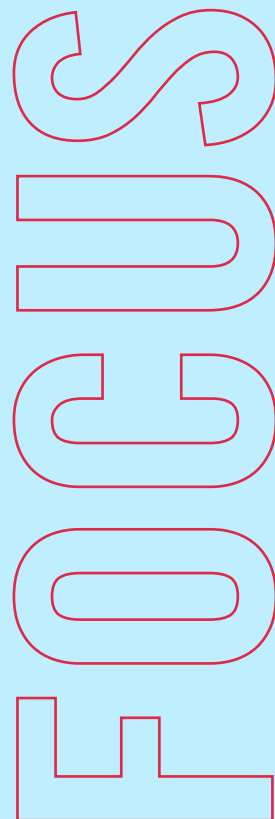
In its commitment to gender equality, CEPI has undertaken a number of strategic and concrete activities, aligned with Goal 5 of Agenda 2030, that aim to ensure equal economic opportunities, the elimination of gender-based violence and equal rights in social participation. We developed a **Strategic Plan** divided into 10 key areas: career management, pay equity, parenting and work-life balance, prevention of abuse and harassment, psychological and physical well-being, training, business management and communication. The result of this process has been set out in a Decalogue summarising our commitment, with the aim of sharing it and encouraging our partners to adopt it. The **Gender Equality Decalogue**, which details the principles and commitments that guide us, includes concrete actions to promote an inclusive work environment, where opportunities for growth and development are guaranteed for everyone, without

Welfare

Training

Gender equality

Safety



STAKEHOLDER ENGAGEMENT FOR GENDER EQUALITY

With a view to disseminating the positive effects of sustainability actions, we carried out actions to promote and disseminate a culture of sustainable development. In particular, we developed an initiative aimed at involving our suppliers in the promotion of gender equality, an issue we consider crucial for the growth and sustainability of our activities. To this end, we sent a communication to each of our partners, inviting them to adhere to our 'Gender Equality Decalogue'.

Each supplier that chose to sign up has confirmed their support by signing the letter of commitment, pledging to promote human resource management practices that favour gender equality, raise awareness among their staff and develop organisational models that reflect the values of inclusivity and equality. With each partner's signature, we've taken a big step towards creating a network of companies that share the same values, helping to spread these principles throughout our supply chain. We believe that gender equality isn't something we can achieve on our own, but something that requires the active involvement of all our partners. Only through shared commitment and collective action can we generate real and lasting change, promoting a culture that values diversity and ensures equal opportunities for all.



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gender discrimination. Backing this approach, in April 2024, CEPI achieved certification under **UNI PdR 125**, the Reference Practice for gender equality in organisations. This certification measures, reports and evaluates gender-related data, with the aim of bridging existing gaps and embedding the principle of equality in the company's core values, ensuring lasting change. With this in mind, **Blu Donna** (blue woman), a welfare programme created for female employees, was launched in 2019, designed to support them in balancing work and personal life through targeted services divided into three categories: 'Time saving', 'You care' and 'Your gift'. Subsequently, the **Metalli Nascosti** (hidden metals) path widened the scope of the programme, including an analysis of company processes and planning activities in line with UNI/PdR 125, formalising procedures to ensure equality in governance, human resources, remuneration, career, and communication. CEPI also launched the **Metalmeccaniche** (female metalworkers) a series of interviews with women in the company to bring out their stories, diversity and ideas, emphasising the importance of personal narratives. At the same time, we disseminated our Gender Equality Decalogue to suppliers and partners with the aim of creating a network of supporters committed to promoting equality, convinced that collaboration is essential to meet the challenges of sustainability. Another relevant initiative is the involvement of the Centro Donna di Forlì (Forlì Women's Centre), which, in

Welfare

Training

Gender equality

Safety



collaboration with CGIL, organised an info session on gender-based violence during a union meeting. This event raised awareness among participants about what violence looks like and the services the Centre offers to support and guide women facing abuse on their journey to independence.

Safety

At CEPI, this topic isn't just about prevention, it's part of our company culture: safety, health, and training are a daily commitment, built on over twenty years of growth and innovation. The HSE team, made up of three dedicated staff members and twenty supervisors, oversees processes designed to protect 150 employees. The highly protective approach in the three HSE areas (Health, Safety and Environment) is pursued not only to comply with legal requirements but above all to implement improvements and innovations. This operational model, which is dynamic and constantly evolving, is divided into five key phases: analysis, verification, risk assessment, corrective action and continuous improvement. Innovation is at the heart of the strategy we have developed: the introduction of machinery such as the folding machine and the self-propelled winder has significantly reduced operational risks. In addition, the automatic PPE dispenser and information videos delivered via monitors are practical and innovative tools for promoting safety at work. In terms of well-being, helplines and group sports activities improve the mental and physical health of employees and round off a system that puts people at the centre. Safety training, seen as dialogue that is enriched by

participant feedback, goes beyond the mere transfer of knowledge. Finally, participation in HSE forums, such as the one in Rimini, confirms our commitment to fine-tuning procedures through the exchange of ideas and solutions.



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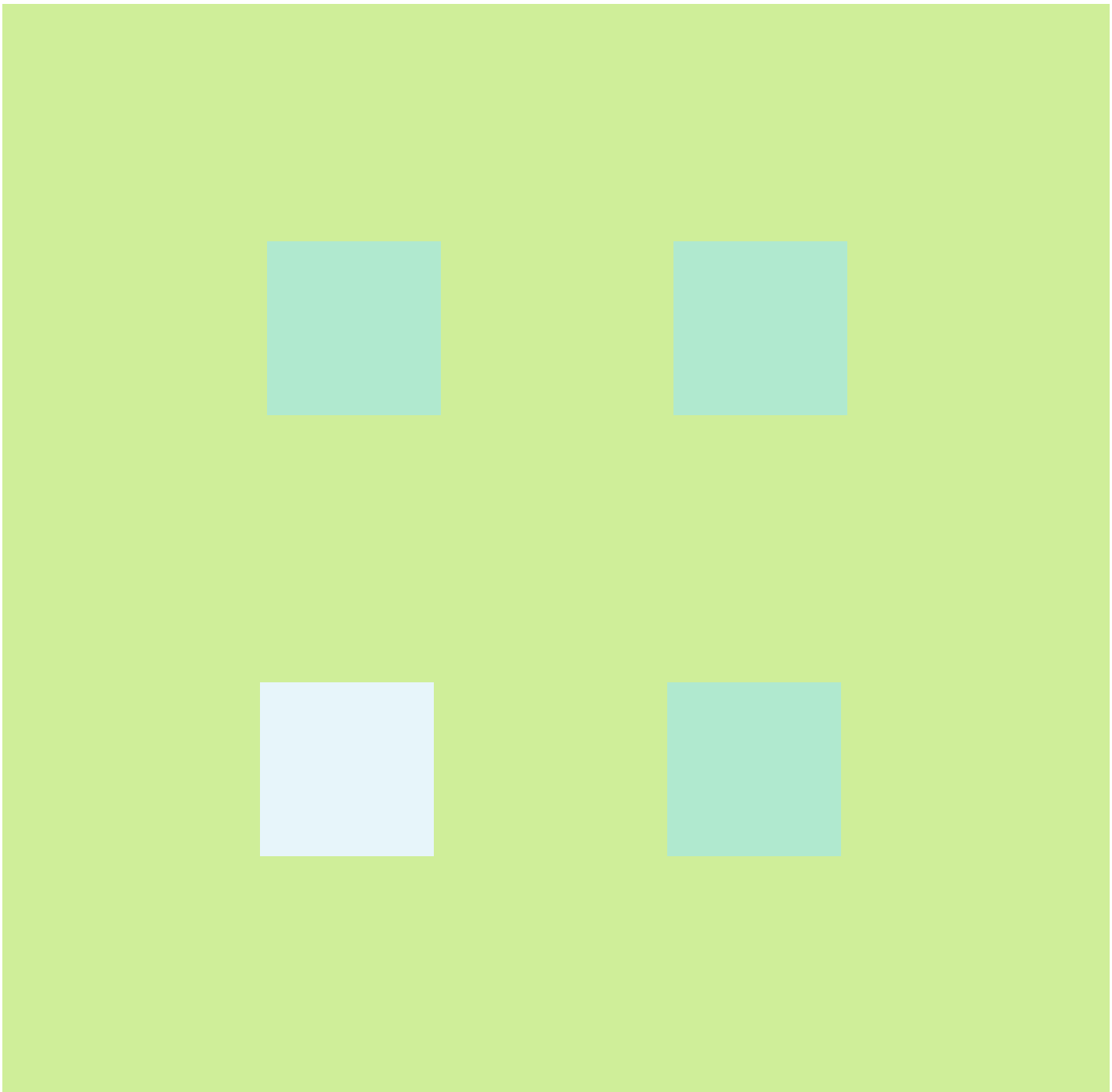
We have been referred to as custodians of raw materials, and it is something we take seriously. We are committed to creating systems that preserve the properties of food as carefully as we select the materials used in our production and protect the resources of

our territory, which feeds us all and which we intend to feed in turn. Environmental sustainability has always been a key factor in our choices, and we are committed to implement all the processes necessary to ensure that our technologies and services become increasingly efficient while protecting the natural resources of the planet and future generations.

Workplace

Method

Products



CUSTODIANS OF RAW MATERIALS



PEOPLE



PLANET



PARTNERSHIP



PROSPERITY



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Workplace

CEPI develops a number of initiatives to reduce environmental impact and improve sustainability, starting from the workplace. Its **new premises** are designed to reduce environmental impact through an integrated system of sustainable solutions. The use of renewable energy, including a **430 kW/h solar power system** and an advanced heat pump system, ensures high energy efficiency, while enhanced thermal insulation and low heat transfer coefficient glazing minimise heat loss, optimising energy consumption. Added to this are heat and rainwater collection systems, which reduce waste and improve the building's self-sufficiency. Alongside this, CEPI adopts a circular approach to **waste management**, with strict monitoring of waste materials and solutions for their reuse and recycling. Collaboration with specialised partners allows resources such as steel, wood and PVC to be reused in new production chains or community-oriented projects. Company mobility has also been rethought from a sustainable perspective: the expansion of electric recharging infrastructures, the introduction of carpooling policies and easier access to public transport reduce the environmental impact of travel, promoting more efficient and responsible solutions for staff and visitors.

Method

Our approach is far from being merely technical. We involve every department of the client company - from warehousing to production, from engineering to purchasing and marketing - in the design phase to ensure that each plant is geared towards future needs. One of our strengths is revamping, a process that gives new life to systems that would otherwise be decommissioned, extending their useful life indefinitely: many of our systems installed 30 years ago are still fully operational. The goal is to provide **turnkey solutions** that consider every aspect - from storage to dosing, from transport to automation - in an integrated and holistic manner. This approach guarantees effective customisation and exceptional plant durability. Our method achieves two fundamental objectives: on the one hand, we make our customers completely independent in the management of their plants; on the other, we ensure that their processes are highly efficient and sustainable, perfectly aligned with the principles of the circular economy.

Products

Circularity is one of the pillars of production at CEPI. We have adopted an advanced approach and commissioned a study based on the Ellen MacArthur Foundation's **Material Circularity Indicator (MCI)**, one of the most reliable methodologies in the circular economy. This gave us a **circularity index of 0.7**, a high performance that demonstrates our commitment to sustainability. This result is even more significant - and can certainly be improved - when we consider that 2022 was not a favourable year for the supply of recycled steel. Rising raw material prices forced us to diversify our suppliers, with an inevitable impact on the percentage of recycled materials used. As we returned to normal production in the following years, this figure certainly improved, thanks to an increase in recycled steel and optimisation through the recovery of processing waste. **83% of the materials** used in our plants are reusable, **15% recyclable** and only 2% end up being **disposed of**.

These results reflect the durability of our systems, which have an **average life of 30 years**, thanks to a design method that favours modularity, versatility and adaptability.

Our production isn't only circular: we aim for maximum energy efficiency and waste reduction.

For example, the **3in1 blending station** optimises

mixing times, minimising energy consumption, while our **batch cooling system** allows for gradual cooling, drastically reducing consumption compared to traditional processes.

In addition, the **heat treatment for silos** offers a completely eco-friendly sanitisation solution, without the use of chemicals or toxic gases, reducing the environmental impact to zero.

We work in a short supply chain perspective, producing almost all components directly in our own plants in Italy and collaborating with local suppliers.

Our automation is highly scalable and customisable, optimising the entire production process and contributing to a further reduction in consumption. With over 40 years of experience in sustainable plant design, we are committed to providing tailor-made solutions that maximise efficiency and promote a truly integrated **circular economy** model.



PEOPLE



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PARTNERSHIP



PROSPERITY

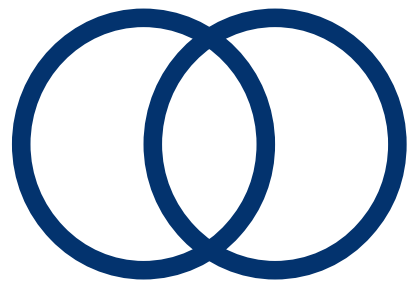


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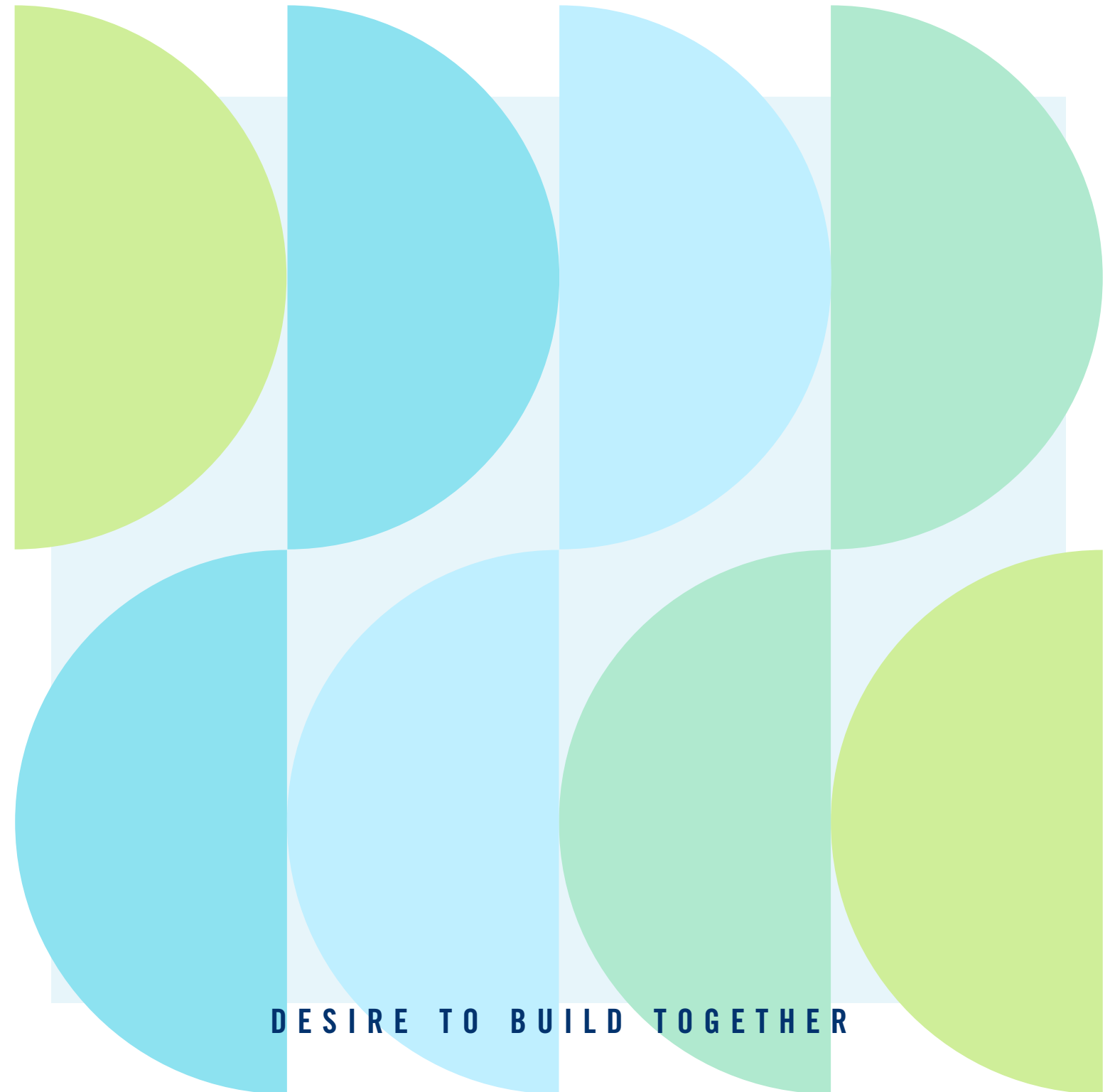
PARTNERSHIP



Long-lasting relationships for long-lasting projects. Not only do our machines have a long life cycle, but so do the relationships we build with our employees, customers, suppliers, and all social partners involved our work. Our goal is to create strong bonds like those we build every day in our premises, based on mutual trust and transparency, and rooted in a shared sense of responsibility and the desire to build something together.

Local engagement

School and universities



DESIRE TO BUILD TOGETHER



PEOPLE



PLANET



PARTNERSHIP



PROSPERITY



PEACE

Local engagement

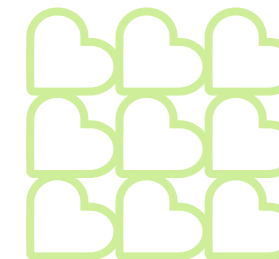
We have made a concrete effort for the benefit of the communities and territories in which we work, not only through direct support to its most vulnerable groups but also through the creation of many training and job opportunities and collaborations with schools and universities. We are a partner in the protocol of the **Casa Circondariale di Forlì** (Forlì Detention Centre), which since 2006 has been providing training and work opportunities to inmates in the assembly, welding, carpentry, and papermaking sectors, encouraging their reintegration into society. CEPI commissions welding and artwork from the **Mano Libera** (free hand) workshop, started in 2020 with our support and offering specialised training in argon welding. The parties involved were established as a social enterprise called **Altremani**. We are a partner of the **Istituto Oncologico Romagnolo**, (Romagna Cancer Centre) engaged in the fight against cancer through research, treatment and awareness. We also collaborate with **CavaRei**,

a social enterprise that transforms our PVC waste into products such as shoppers and badge holders, providing work for vulnerable people. Furthermore, we work with organisations such as **CSSForlì**, **Techne** and **Domus Coop** to develop training and job placement programmes. We also support the preservation of local cultural heritage, such as the restoration of the **Cusercoli Castle**.

School and universities

We have close ties with local schools such as the **Istituto Salesiani**, the **Istituto Tecnico Tecnologico Statale Marconi** and the **Istituto Superiore Pascal Comandini**, offering internships and scholarships, including the **Giuseppe Milanesi scholarship** for professional training students in the metallurgical

sector. In addition, we collaborate with the **University of Bologna** on research projects on mechanical applications and testing of materials; we were the subject of a dissertation on the **recycled steel supply chain** and as well as the virtuous case study of a research project aimed at better mapping the steel supply chain, which promoted awareness of the sustainability and circularity of our plants and improved collaboration with our partners. Finally, we allocate an annual budget for donations aimed at supporting those in need and promoting education and environmentally-friendly practices.





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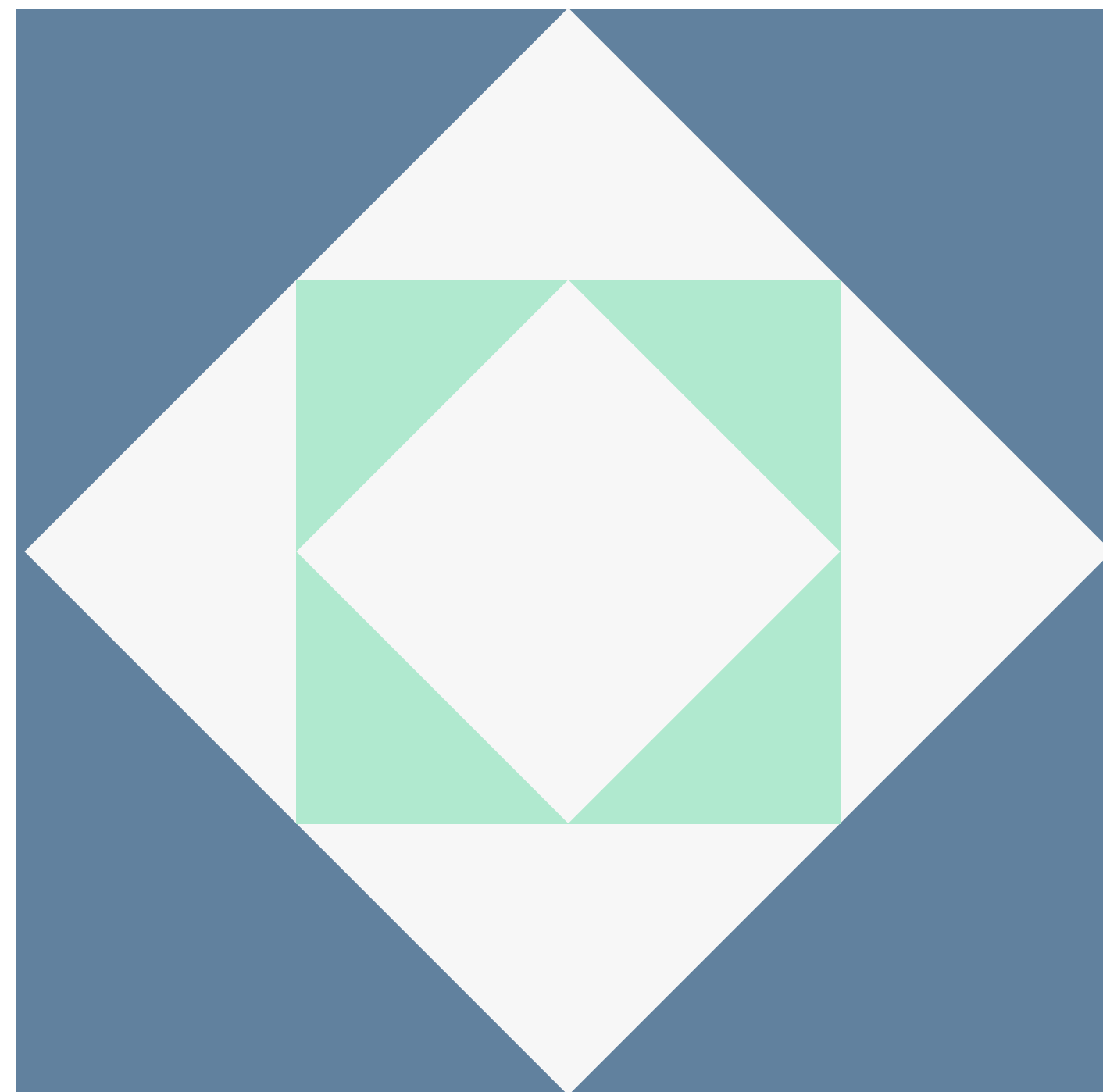
PROSPERITY



For us, prosperity means opportunity. We are in the business of building, and it is through our expertise that we can imagine a fair and secure future for all. We firmly believe that this planet is rich in resources and opportunities that must be accessible to all; it is our duty to contribute to equality among human beings regardless of gender, race, colour, religion, disability, nationality, sexual orientation or any other characteristic that gives rise to discriminatory attitudes. We believe that the creation of added value depends on this approach, on investment in research and development and on improving the quality of processes, including through innovative digitalisation processes.

Governance

Prosperity depends on the ability to create sustainable value over time. Sound management based on ESG principles is therefore essential to ensure balanced and responsible growth. In this context, a project on **management control** was developed in 2024 and has been a strategic asset for us: a key tool for monitoring company performance, ensuring transparency in decisions and improving operational efficiency. Effective management control also means increased **awareness of risks** and the ability to take timely preventive measures. The project developed by CEPI has enhanced the company's audit systems, reducing analysis time and increasing data accuracy. This allows decisions to be made based on reliable information, improving the company's **competitiveness** and ensuring **sustainable growth**. Through this approach, CEPI demonstrates that prosperity and governance are deeply intertwined: responsible management of resources and information not only ensures business continuity, but also creates the basis for sustainable development in harmony with company objectives and community expectations.



PROSPERITY MEANS OPPORTUNITY



PEOPLE



PLANET



PARTNERSHIP



PROSPERITY



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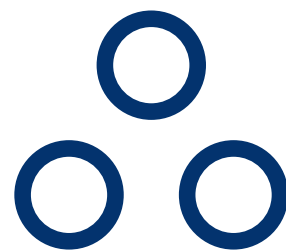


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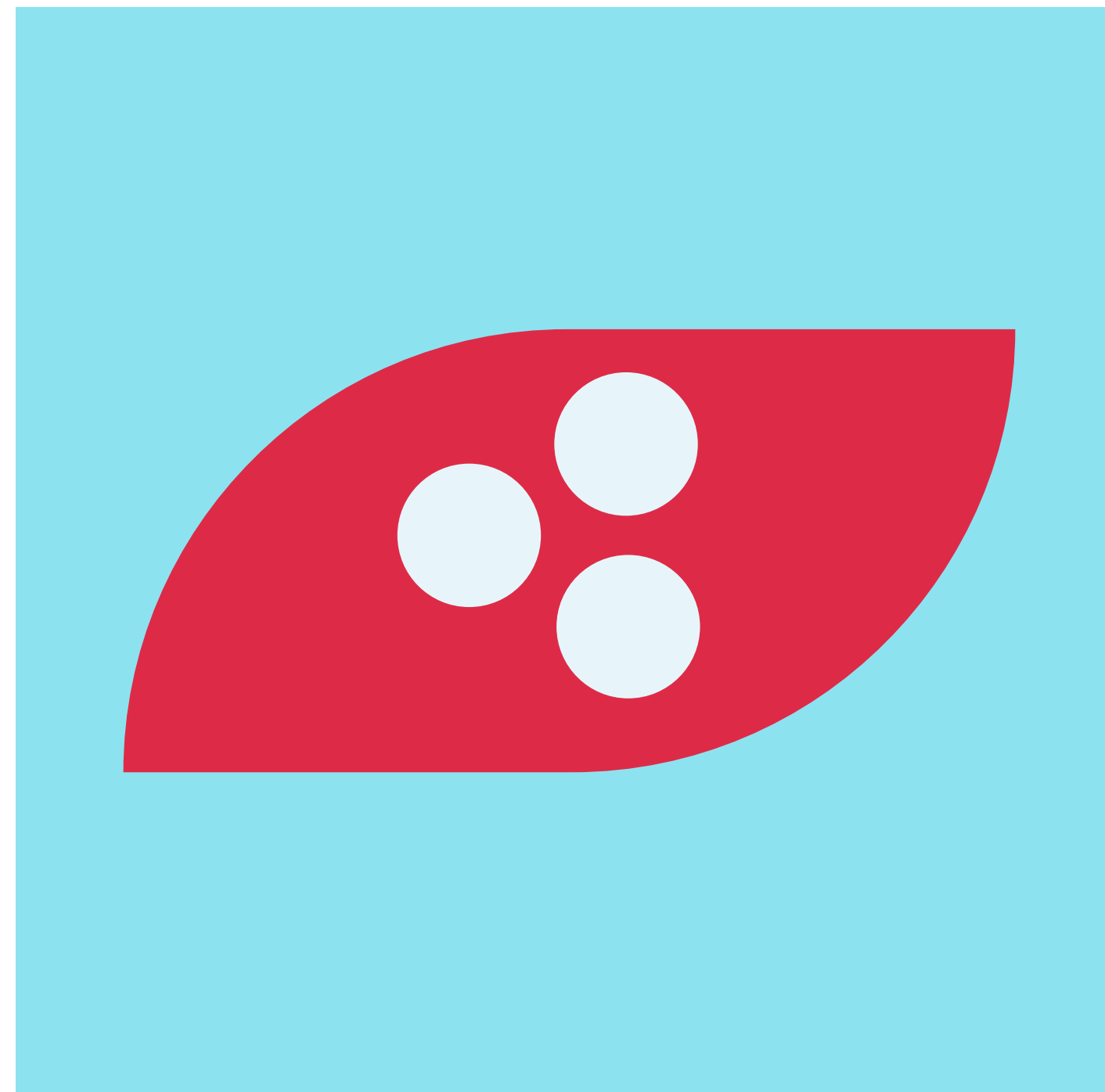
Relationships

CEPI was born and developed as a result of the meeting of multiple visions: an engineer, a builder, a food technologist and a sales technician. Their interaction brought to life a collaborative company, where relationships have always been the foundation of the working model. This ability to cooperate, listen and balance different voices is a distinctive and strategic trait, which translates into a relationship-oriented approach with positive impacts at every level. It not only promotes democratic and balanced management, but also allows for the easy integration of different talents and approaches at all stages of the production cycle. This is what has always driven us to develop an international outlook, an extensive commercial network and long-standing partnerships throughout the supply chain. Our innovation process - particularly prolific and with a technological range unmatched in the sector - also stems from our emphasis on relationships. Our method is designed to meet the end user's needs in depth, welcoming future adaptations and developments. This is made possible by research that is developed through constant dialogue. The value of relationships allows us to identify often invisible stimuli and perspectives, which we activate to grow and follow an authentic path, rather than imitating external models. We have always been committed to building a path that is our own, because only by balancing all the voices involved can a unique vision emerge that is distinct and truly in tune with our context.

PEACE



A family-owned company with an international outlook. The past of emigration that is part of CEPI's history has always naturally driven us to look beyond national borders and create relationships of collaboration, understanding and mutual growth with our countless partners across five continents. CEPI wants to continue promoting integration, sharing and diversity in the firm belief that peaceful and mutually respectful relationships are key elements not only for the development of our company, but also for the future we are trying to build together.



LOOKING BEYOND NATIONAL BORDERS AND CREATING PARTNERSHIPS



PLACE
PRODUCTS
PARTNERS
PROJECTS
POLICIES

OUR LOW-IMPACT
PLACE
PLACE
PLACE
PREMISES



Our sustainable home

Waste management

Mobility

Our sustainable home



PEOPLE



PLANET



PROSPERITY

Our new premises were designed to minimise environmental impact: by using renewable sources, such as a 430 kW/h solar power system, radiant floor heating, and heat and rainwater recovery systems, we have become completely self-sufficient in terms of energy.

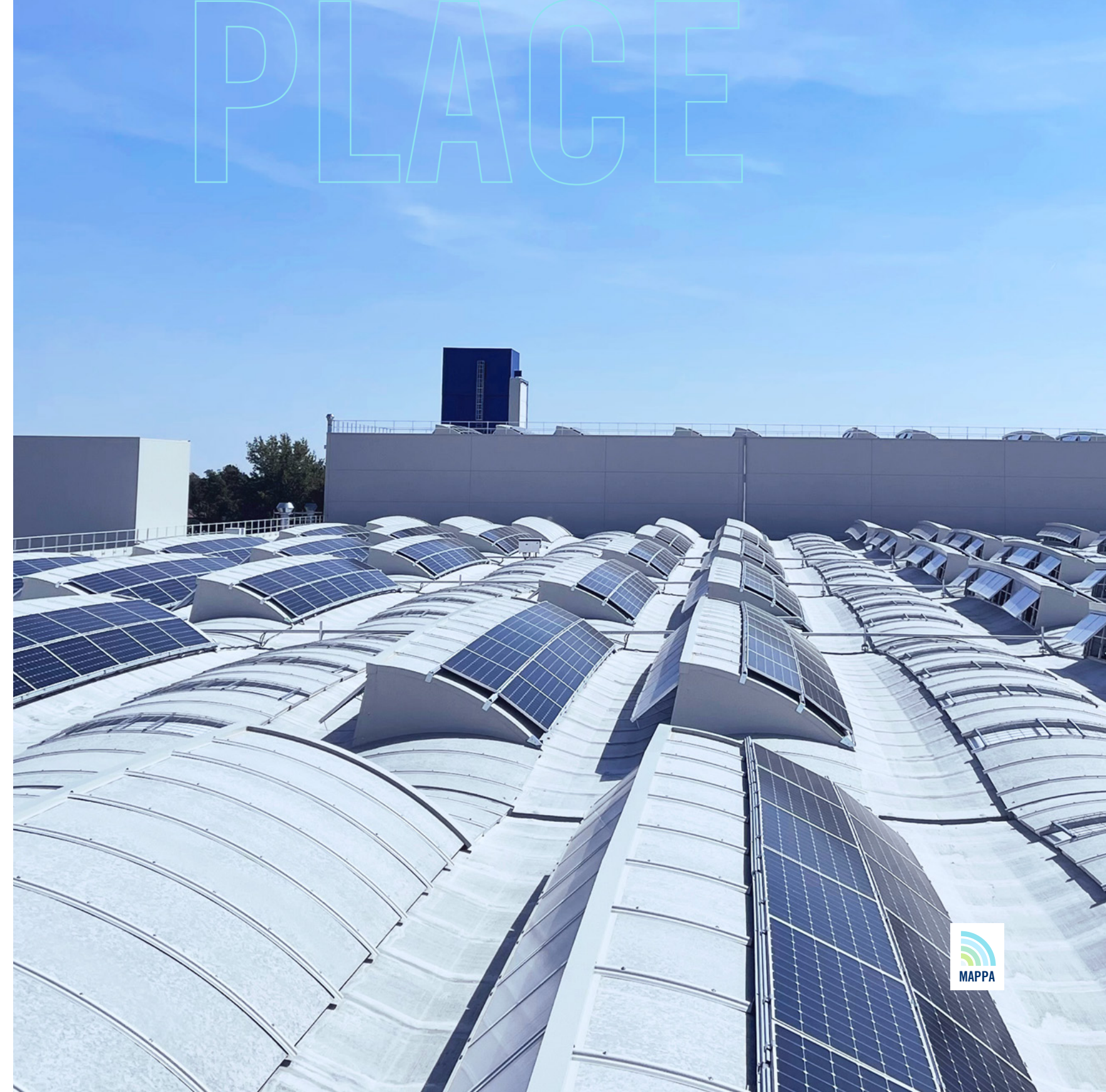
The building is equipped with extra insulation and low heat transfer coefficient glazing to optimise efficiency, as well as electric car charging points and air filtration systems to protect the health of our employees.

Our circular approach is reflected in every management decision relating to services and the use of space: break areas have been designed to encourage sharing and sustainability; in addition to leisure equipment in the canteen, there is an area in the production sector decorated with recovered and regenerated plants, and a smoking area's been set up outside. It's a full-on operating model that's been strengthened through engagement with the **Luoghi Comuni** project. Finally, we've joined the **RiVending** project, which was set up

to encourage the virtuous cycle of recovery and recycling of plastic (PS) cups and stirrers and PET bottles from vending machines, allowing us to recover vending waste thanks to a special container where plastic cups and stirrers can be disposed of after use. These are stacked in such a way as to facilitate collection, saving CO2 and ensuring that the plastic is recycled correctly.

From a structural point of view, the following have been implemented:

- ✓ **430 kw/h solar system**
- ✓ **radiant floor heating**
- ✓ **total heat recovery system**
- ✓ **rainwater recovery for irrigation**
- ✓ **recharging for electric cars**
- ✓ **plant engineering with highly efficient heat pumps**
- ✓ **increased insulation**
- ✓ **high-brightness warehouse**
- ✓ **curtain walls with low thermal transmittance glass**





PLACE

Waste management



PLANET

CEPI also adopts a circular approach with regard to **waste management**, with strict controls on the reuse and recycling of materials such as steel, wood and electrical cables. Waste is managed and disposed of according to European regulations. Following an analysis commissioned from **Sfridoo** in 2023, CEPI demonstrated a high degree of circularity in its management of discarded resources, favouring the reintroduction of residues into new supply chains and reducing the amount destined for disposal. Compared to the national average, CEPI has a significantly higher percentage of non-hazardous waste, with most of it going to recycling and recovery processes. This approach contributes to the promotion of sustainable practices and environmental protection, with a higher percentage of recycled and recovered waste than national and regional averages. In addition, the revenue from the sale of waste exceeds management costs. Further optimisation could be achieved by reducing the costs of transporting and recovering paper, cardboard and wooden packaging, and by identifying new logistics strategies.

As far as PVC is concerned, the **Recupero Scarti** project (waste recovery) project, developed in cooperation with

CavaRei, transforms waste into useful products such as shoppers and pen holders, employing people in fragile situations.

Mobility



PEOPLE



PLANET

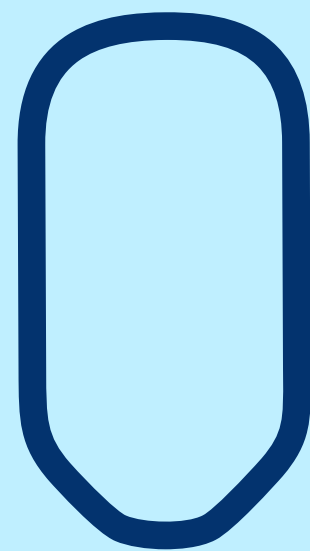
In order to promote **sustainable mobility**, CEPI has started a collaboration with Start Romagna to request new public transport stops near the company, making it easier for staff and students to get around.

This is part of the company's carpooling and public transport promotion policies to reduce the environmental impact of travel.

PLACE



SUSTAINABILITY IN PRODUCTS **WHAT WE DO**



Bulk Handling System

Revamping

Circularity

Supply Chain

Steel supply chain

Product certifications

Bulk Handling System



Bulk-handling, i.e. the **efficient management of bulk materials**, fits perfectly with the circularity principles. For us, it is not merely a technical component of food production, but a strategic element in promoting sustainability and innovation in the industry. The efficient handling of bulk materials is a catalyst for the adoption of more responsible practices and the creation of both economic and environmental value. Bulk-handling refers to the processes and technologies used to store, transport and dose unpackaged materials, such as powders, granules, grains, sugar, flours and other food ingredients. This type of management is crucial in the food industry to ensure operational efficiency and food safety. In addition, bulk-handling designed according to the CEPI method supports food companies in their Transition to Circular Models, helping them to move from linear production ('produce, use, dispose') to circular production. Our product vision, based on **flexibility, modularity and resilience**, allows us

to develop distinctive industry solutions that reflect an integrated and sustainable approach, able to adapt and operate effectively in a changing global context. Our bulk handling systems are designed **holistically**: they start with the interaction between the parts and are designed to have a long service life. Our method is based on active customer involvement, careful **modular design** and the selection of high-quality materials designed to last over time. Our plants are sustainable and economically advantageous, also because they are highly energy efficient. Furthermore, we develop all our applications with a view to minimising consumption and waste. Each of our installations is designed **not only to last**, but also to maintain performance at the highest level, minimising waste. Furthermore, by improving efficiency and sustainability, companies can differentiate themselves and respond to the growing consumer demand for eco-friendly products, which also translates into increased market competitiveness.

Revamping



Revamping is one of our main strengths. This activity allows us to give new life to existing plants, significantly extending their lifespan and keeping them efficient over time. Through revamping, we are able to update and optimise plants that would otherwise be decommissioned, adapting them to new production and technological requirements. This process allows the useful life of plants to be extended indefinitely, with some systems continuing to function effectively even 30 years after their construction. Our approach to revamping is based on a thorough analysis of the production process and involves all our departments, from technical design to marketing. This allows us to organically consider every aspect of the plant and integrate it with the latest innovations. In this way, we ensure that plants contribute to a sustainable, circular economy model while remaining flexible and ready for future challenges.

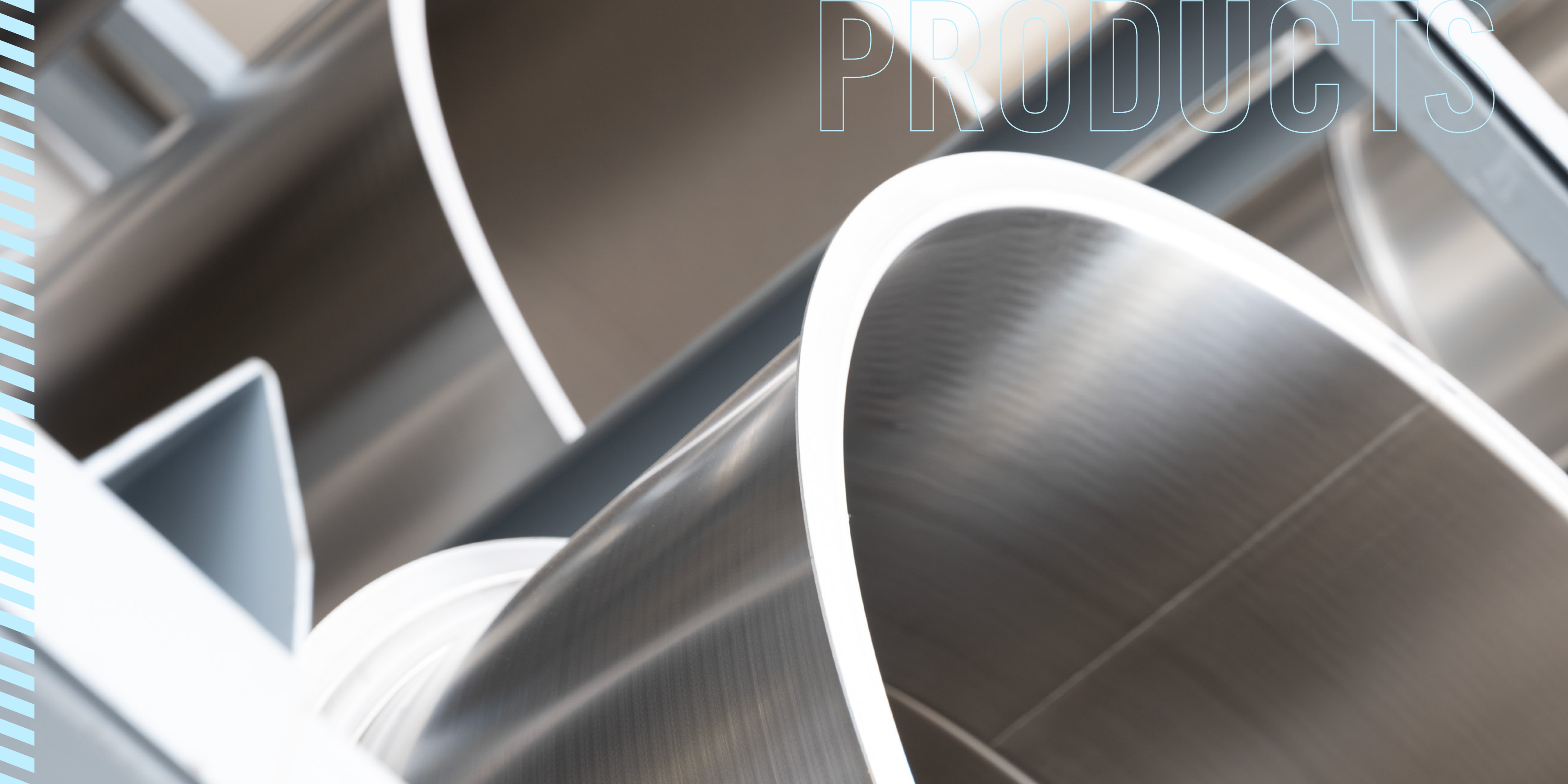
Circularity



We commissioned a study from an agency that applies the method identified by the Ellen Mac Arthur Foundation - one of the most authoritative international organisations in the field of the circular economy - to gather more detailed information on the circularity of our product. Our **Circularity Index** for an average plant right now is 0.7 on a scale between 0 and 1, which is considered quite high. This is an important milestone, achieved despite the difficulties of 2022, a year in which the steel market experienced strong price fluctuations and a reduction in the availability of recycled raw materials. These factors required careful supply chain management to maintain high standards of sustainability which temporarily limited the percentage of reclaimed steel in our plants.



PRODUCTS



Supply Chain



Our supply chain management is based on strong and transparent relationships with **local and global suppliers**, with whom we involve in sharing our high standards of quality and sustainability. We did this in 2024 with the theme of gender equality. From the sourcing of raw materials to the delivery of the finished product, this approach allows us to ensure maximum efficiency and traceability at every stage of the production process. We are constantly working to improve the resilience and flexibility of our supply chain, ensuring that it can adapt quickly to market changes and new customer needs. **Transparency** is a pillar of our supply chain. We are committed to providing clear and detailed information to our customers on every step of the production process. This approach allows us to build trust and lasting partnerships with all our stakeholders.

In the following years we have increased the use of recycled materials and improved the recovery of processing waste, with aim of further improving our score. Our plants are extremely sustainable and the materials are classified as follows: **83% suitable for reuse 15% suitable for recycling 2% suitable for disposal 84% recycling efficiency**. We are quite satisfied, especially since the index has been adversely affected by industry-wide factors - in particular the materials crisis of 2022 - which has made the supply of recycled steel much more difficult. Having returned to our usual supply chain, we expect the index to go automatically up, and we have made its increase one of our strategic goals. The lifespan of our plants is on average 30 years, which we attribute to our design method. It makes you realise how strategic a **turnkey approach** that focuses on flexibility is, and how efficiency, durability and sustainability overlap. It is said that the circular economy fosters diversity and systematic thinking. This is also the foundation of our working model. We have a **holistic vision** of our plants, which takes into account how the various elements work together and influence each other.

Steel supply chain



Steel is at the heart of CEPI's production: a material chosen for its **strength, versatility and high recyclability rate**. In our plants, we mainly use **AISI 304 stainless steel**, an alloy that combines excellent mechanical and chemical properties with a low environmental impact, as it can be remelted several times without losing quality. However, the sustainability of a product is not only measured in the materials used, but in the entire supply chain management.

A recent **independent study**, conducted by a thesis student at the University of Bologna, analysed CEPI's circularity approach using several analysis tools, including: a BOM (Bill of Materials) analysis, an analysis of the production and scrap recovery processes, and the calculation of the MCI - circularity index calculated according to the Ellen Mc Artur Foundation method -

to quantify the level of circularity of CEPI's plants and identify areas for improvement. Another key aspect of the research was a market survey carried out through direct interviews with suppliers and companies in the sector (Oiki Acciai Inossidabili S.p.A., Lasa Metalli S.p.A., Outokumpu). It provided useful data on the availability of recycled steel, the differences between the European and Asian markets and opportunities to improve the sustainability of the supply chain. The study took data and calculations from 2022, when 40% of the steel used in our plants came from recycled sources. 2022 was a particularly difficult year for the steel industry, with a sharp increase in raw material costs and a reduction in the availability of recycled steel. During that year, uncertainty in the markets prompted many companies - including CEPI - to diversify their suppliers, favouring Asian mills that produce steels with a much lower percentage of recycled material than those produced in Europe. Despite the difficulties in sourcing recycled steel in 2022, our circularity index stood at 0.75, which was already very good. The return to sourcing European steels has certainly raised our Index, which can be improved further optimising the recovery of production waste.



PRODUCTS



Product certifications



We manufacture and supply protection systems in accordance with EN ISO 8007936:2016, EN ISO 80079-37:2016 and EN 15089:2009, which guarantee insulation against the propagation of explosion and fire and comply with the ATEX Directive.

AIR FILTRATION SYSTEMS

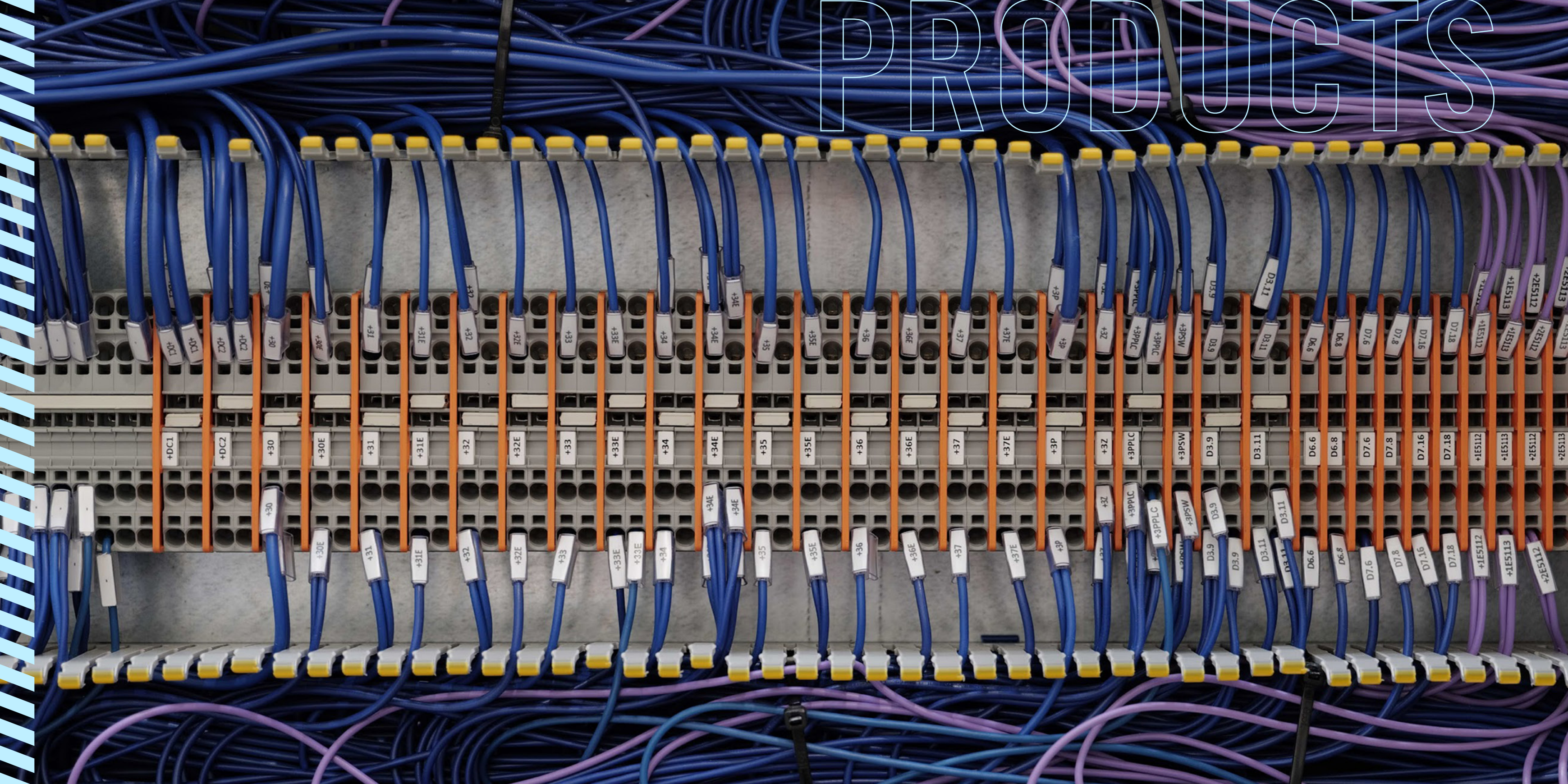
We design and supply multiple dynamic dust collectors, high-efficiency static filters, and other air treatment solutions specifically designed for the food and chemical industries

WELDED STRUCTURES

We design and manufacture welded steel structures in accordance with EN 10901:2012 - EN 1090- 2:2018



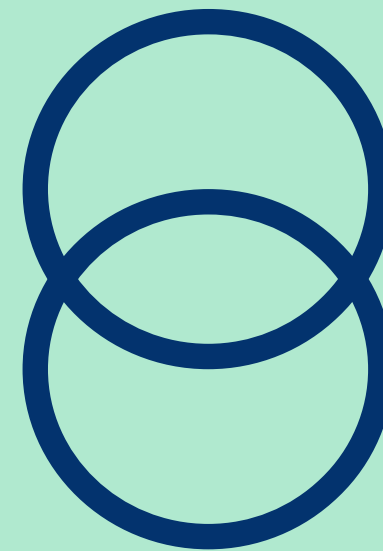
PRODUCTS



THE VALUE OF

PARTNERS

NETWORKING



Altremani & Techne
Forlì Detention Centre
IOR
University of Bologna
CSS
Cavarei
Babini
Sfridoo
GoodCom
Rippotai
Forlì Private Hospitals

Altremani & Techne

is a non-profit social enterprise, founded in June 2022 by more than 20 professionals and entrepreneurs from the Emilia Romagna region. Its mission is to promote social inclusion through the training and employment of people with disabilities and individuals in vulnerable situations; through Techne, it involves incarcerated and formerly incarcerated individuals in training workshops aimed at facilitating employment opportunities with local companies.

Forlì Detention Centre

The Casa Circondariale di Forlì (Forlì Detention Centre) is a penitentiary that houses pre-trial detainees and final offenders. Characterised by rehabilitation-oriented management, it offers inmates work programmes, training and psychological support. The facility focuses on the social reintegration of inmates, with a special focus on mental health and dignity issues. The institution is committed to promoting a culture of respect for human rights within the prison context.

IOR Romagna Cancer Centre

Istituto Oncologico Romagnolo (IOR) is a non-profit organisation dedicated to the fight against cancer, operating in Romagna with prevention projects, patient care and scientific research. Thanks to the support of donors and volunteers, it offers free services to improve the quality of life of those affected with cancer. With a constant commitment to dissemination and innovation, the IOR is a point of reference for the region in promoting health and solidarity.

ALTREMANI PROJECT

SHARED HR

WELFARE



University of Bologna

founded in 1088, it is the oldest university in the Western world and an international benchmark for academic excellence with a broad educational offering spanning humanities, science and technology; it promotes innovative research and global collaborations. Located across several campuses, including Bologna, Cesena, Forlì, Ravenna and Rimini, it is a place of culture, inclusion and growth, where tradition and innovation come together to train the professionals of the future. It collaborates with CEPI in innovation and sustainability projects.

Consorzio Solidarietà Sociale

CSS Forlì is a consortium offering integrated solutions for human resources management and corporate welfare, with a focus on optimising services for businesses. The consortium supports companies - including CEPI - in the management of shared HR activities, promoting a sustainable and innovative approach to human resources management. Through its services, CSS Forlì contributes to fostering inclusiveness, health, and the continuous improvement of company performance. CEPI began a collaboration on these topics in 2016, and over the years this partnership has grown stronger and become more structured around the needs of our workforce.

Cavarei

Social cooperative promoting the labour and social inclusion of people with disabilities and vulnerabilities, offering services and training projects in cooperation with CEPI.

Babini

Cooperativa Paolo Babini is a social organisation based in Forlì that is committed to promoting well-being and inclusion through educational, care, and hospitality projects. It operates in school, family, and community settings, providing support to children, young people, families, and individuals in need. With an approach grounded in solidarity and professionalism, it creates spaces for growth and opportunities for all, while enhancing local resources and community assets.

STEEL SUPPLY CHAIN

SHARED HR

LUOGHI COMUNI

SOLIDARITY CHRISTMAS



PARTNERS PARTNERS

LINK

Sfridoo

is an Italian start-up that promotes the circular economy through innovative solutions for the management and reuse of corporate waste materials. It offers services and digital platforms that help companies reduce waste and turn it into reusable resources. With a sustainable and efficiency-oriented approach, Sfridoo supports companies in improving their competitiveness and environmental impact, contributing to the transition towards more circular production models.

GoodCom

a benefit corporation that helps companies highlight the positive impact of their actions through values-based communication projects, targeting various stakeholders such as the public, employees, investors, and the media. It supports CEPI in promoting its sustainable storytelling and in spreading the company's values through a range of communication activities.

Rippotai

an Italian company specialised in the creation of sustainable furniture and design accessories, made from eco-friendly and recyclable materials. With an innovative approach, Rippotai combines aesthetics and functionality, providing versatile solutions for home and work environments. Each product is designed to minimise environmental impact, promoting a responsible, planet-friendly lifestyle.

Forlì Private Hospitals

a leading healthcare provider offering specialised medical services, advanced **diagnostics**, and personalised **prevention** programs. With a strong focus on quality and patient care, and supported by a network of specialists and cutting-edge technologies, it is a key point of reference for health services in the region. As a CEPI partner in health and well-being, it promotes a proximity and continuity-based approach to care. The collaboration focuses on two key areas: **health education for both men and women** - through awareness and prevention events - and **direct access to medical consultations and services** via UNISALUTE / Fondo EBM Salute. The goal is to provide employees with immediate care pathways and tailored healthcare solutions integrated into the company's welfare system.

WASTE MANAGEMENT

SOLIDARITY CHRISTMAS

SHARED HR

WELFARE

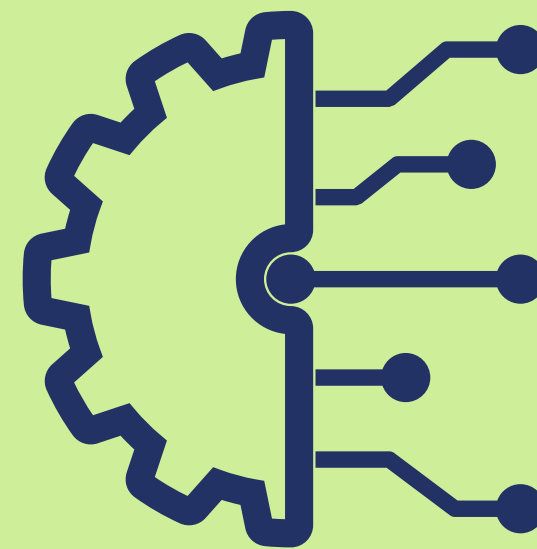
POLICY



ACTIONS THAT BOOST

PROJECTS

OUR IMPACT



Shared HR

Blu Donna

Metalli Nascosti

Metalmeccaniche

Luoghi Comuni

Atena

Management control

Altremani project

Solidarity Christmas

Shared HR



CEPI has established **Shared HR**, a model that places people’s well-being and the quality of workplace relationships at its core. Launched on December 7, 2023, this initiative represents a **structural investment in corporate welfare**, to improve the organisational climate, sistemetise existing initiatives, and provide more effective support to employees.

The first step was a **comprehensive analysis** of the company’s **welfare system**, combining quantitative data - related to socio-demographic composition, caregiving responsibilities, and perceptions of current welfare measures - with qualitative insights into relational, communicative, and psycho-emotional well-being. This made it possible to identify **critical areas**, such as the relationship between departments, communication with governance and the need for more support for work-life balance.

Based on these findings, CEPI developed an action plan aimed at **enhancing transparency, improving communication, and expanding support for employees**. A key component of the plan is the **strengthening of psychological support** through the creation of listening spaces and the involvement of dedicated professionals. At the same time, existing resources are being enhanced and optimised through the **systematisation of welfare initiatives**, making them clearer and accessible. A key aspect of the project is its **internal communication**.

CEPI has initiated a strategic plan to inform employees about the opportunities offered by the **new Shared HR system**, through newsletters, information materials and dedicated meetings. The aim is to create a more cohesive, participative and welfare-oriented working environment for those who are part of it. With this initiative, CEPI affirms its tangible commitment to **inclusive and forward-thinking HR management**, aimed at generating value both for the organisation and for every individual within it.

Blu Donna



With this initiative, CEPI affirms its tangible commitment to inclusive and forward-thinking HR management, aimed at generating value both for the organisation and for every individual within it. In order to mitigate these effects and encourage self-care, CEPI partners Sandra Ceccarelli and Stefania Montalti launched BLU DONNA, a parallel welfare program designed specifically for our female employees.

Each year, a catalogue is created featuring a selection of services and products, organised into three categories: ‘Time saving’, ‘You care’, ‘Your gift’.

The ‘Time Saving’ category offers time-optimising solutions such as home cleaning services provided by social cooperatives and laundry vouchers, allowing women to dedicate more time to themselves and their families.

In the ‘You Care’ section, the focus is on personal well-being, with offerings such as preventive health packages provided by Forlì Private Hospitals, gym memberships, and kits of natural body care products.

Finally, the ‘Your Gift’ category features thoughtful gift ideas, ranging from handcrafted products to wellness experiences, giving employees the opportunity to enjoy moments of pleasure and relaxation.

Through BLU DONNA, we are committed to supporting our female employees by promoting a healthy work-life balance and enhancing individual well-being..

PROJECTS



WELFARE

GENDER EQUALITY

PARTNERSHIPS



PROJECTS



PROJECTS

Metalli Nascosti



PEOPLE

Metalli Nascosti is the name of the route we have initiated around gender equality issues. The BLU DONNA programme, active since 2019, provides supplementary welfare services for female employees, aimed at improving work-life balance. Metalli Nascosti has expanded its scope by including process analysis and future activity planning aligned with the UNI/PDR 125 guideline on gender equality management systems. This involved formalising and systematising the necessary procedures to ensure effective action in the areas of governance, HR, career management, pay equity, work-life balance, communication, strategy, and corporate culture. The name reflects both our industrial sector - metalworking - and a connection to archaeology: the analysis of DNA from bones found in the Viking grave Bj 581, part of the Birka archaeological site in Sweden, revealed that the remains belonged to a woman. For a long time, historians had assumed the burial was that of a man, based on the presence of weapons, which were considered a sign of a warrior. Similarly, recent archaeological research has debunked the myth that prehistoric societies' men hunted and women harvested. According to a recent study conducted by Abigail Anderson of Seattle Pacific

University in the prehistoric societies 79% of women hunted, including mothers.

In history, in the present and in the future. Hunters, warriors, metalworkers. We have always been there, and we will always be there, beyond the spaces and roles society wants to assign us.

Metal meccaniche



PEOPLE

We decided to start a series of interviews with the women of CEPI, to reveal them one by one in their complexity and heterogeneity, like hidden metals. A series of five-voice dialogues in which all our diversities, facets, points of view, ideas come to light. Because telling one's own story is important.

Luoghi Comuni



PEOPLE



PLANET



PARTNERSHIP

We created 'Luoghi Comuni', a format dedicated to training events designed as both learning and recreational experiences. Its purpose is to increase awareness, better plan for future impacts, and foster reflection on the power of a sustainable approach to work and life, starting with how we experience spaces. To make a difference, better understand the world, come together as a community, and transform (our) commonplaces into new and extraordinary spaces. CEPI is also a community actively committed to the collective well-being. During the May 2023 flood, we came together like a true family, offering our support and skills to help those in need. With this project, we want to recapture that same spirit to do something new. The goal is to raise awareness and train our workforce on sustainability, with a particular focus on the themes of the 2030 Agenda for Sustainable Development. The format involves delivering an engaging and community-building experience that combines training and 'recreation'. In 2024, two events were held, the first 'Non ci sono più le mezze stagioni' (There are no longer

any transition seasons), focused on climate change and sustainability in everyday practice; the second, 'Welfare Aziendale: Prossimi Passi' (Company Welfare: Next Steps), was organised to share the results of our corporate welfare analysis, introduce the new Shared HR function, and report on the workshop activities held in May. During this second meeting, new initiatives focused on quality, well-being, and training were explored, along with setups inspired by the reflections that emerged in May. The event was an important opportunity to showcase concrete solutions for welfare, with the aim of promoting a more inclusive, sustainable and people-oriented work.





SUS GO E



NON CI SONO PIÙ LE MEZZE STAGIONI

May 31st, 2024

On May 31st, 2024, CEPI organised the first event of the Luoghi Comuni format to raise awareness about climate change, exactly one year after the flood that hit the Emilia-Romagna region. The event combined training and creativity, aiming to spark a collective reflection on how to face climate challenges. Stefania Montalti, Head of Communication at CEPI, opened the session by addressing the impact of the flood on the region and highlighting the urgent need for a shared approach to change. The ‘training aperitif’ format created a dynamic and engaging atmosphere for discussion, supported by visual thinking - a technique that helped participants visualise real-time solutions to climate change. Giordano Mancini, a sustainability expert, led the discussion, while a cartoonist created a graphic recording to visually summarise the key ideas shared during the event.

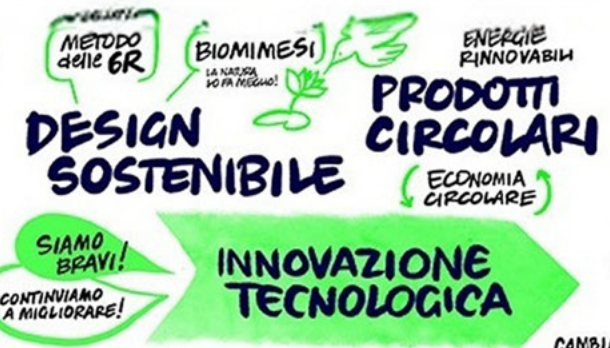
The event continued with a design thinking workshop, where participants contributed to the creation of the ‘CEPI Decalogue for Everyday Sustainability’. This hands-on session encouraged the emergence of practical ideas to promote sustainability in both daily life and the workplace. The event concluded with the distribution of recycled-material gadgets and a moment of social interaction with Polaroid photos, making the experience both memorable and symbolic of CEPI’s commitment to sustainability.

‘Non ci sono più le mezze stagioni’ was more than just a training event: it was a moment of collective growth, a space to explore innovative solutions, and a call to take meaningful action for a more sustainable future. CEPI once again demonstrated its commitment to social and environmental responsibility by promoting an inclusive and innovative corporate culture.

31 MAGGIO 2024
FORLÌ

STARE INSIEME

nei NUOVI LUOGHI COMUNI



CONSUMISMO VS. RELAZIONI

RICCHEZZA \neq FELICITÀ

RELAZIONI SINCERE?

"CHI È SOLO SPENDE DI PIÙ"

"TI VOGLIO UN SILO DI BENE!"

DATI SUL CAMBIAMENTO CLIMATICO

AUMENTANO **+1.4°C** LE TEMPERATURE

+21 cm I LIVELLI del MARE

CHIACCIO ARTICO **-12%**

↑ 399 nel 2023 DISASTRI NATURALI

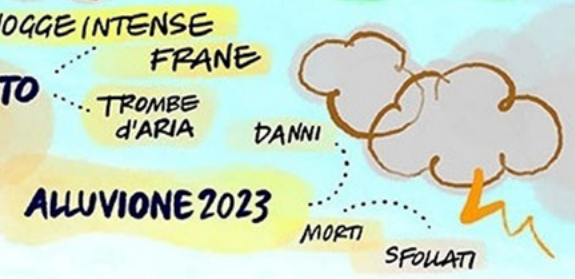
93M PERSONE COLPITE

↑ 186B DANNO ECONOMICO

PERCHÉ il CLIMA CAMBIA?



IL CAMBIAMENTO nel NOSTRO VISSUTO



VERSO UNA SOCIETÀ LOW CARBON



CRISI CLIMATICA e AMBIENTALE

le EMERGENZE GLOBALI



PROJECTS

Atena



ATENA is CEPI's training plan for the 2025–2027 three-year period, designed for all employees.

With this program, we aim to foster skills development through the integration of knowing, doing, and being - that is, the combination of knowledge, abilities, and attitudes.

Our commitment is to promote:

- ~ the desire to learn
- ~ learning the rules, strategies and objectives needed for effective performance
- ~ adaptability to learning contexts in a flexible and efficient way
- ~ the development of curiosity and the use of non-conventional thinking
- ~ awareness of the impact of our choices and actions
- ~ deeper understanding of complexity

The program goes beyond legal requirements, offering 72 hours of training per employee, including cross-functional and specialised courses, lessons, microlearning content, workshops, events, and seminars. The plan is built on a needs assessment to identify the specific priorities of our workforce. It ranges from foundational to advanced topics, covering technical training, coaching, and health education and

prevention, and includes both general and specialized courses.

Management control



Management control activities are essential for the strategic refinement of all processes related to the monitoring and evaluation of business operations and objectives carried out by company leadership. At CEPI, this has translated into an effort focused on **structuring** business processes and establishing comprehensive **reporting** systems to provide a clear and detailed financial picture following a period of significant economic growth. With the support of external consultants, in 2024 we implemented a reporting system that delivers real-time insights into company performance, reducing the time needed for analysis while enhancing data accuracy and completeness. Key areas examined by the project included project profitability, overhead

cost analysis, and the evaluation of indirect activities relative to production. This resulted in the development of models and analytical tools that strengthened our existing performance and results monitoring systems.

An advanced budget analysis and **cost accounting model** has emerged from this initiative. To further improve analysis and monitoring, a custom software tool was developed to dynamically visualize key data related to project-level accounting. The system also features geographic and product segmentation, enhancing CEPI's decision-making and strategic capabilities. As a result, a project such as the one CEPI has undertaken helps to assess potential risks in a more timely manner, making it easier to identify the most appropriate preventive measures. Lastly, management control contributes to ensuring that company objectives are clearly defined and aligned with stakeholder expectations, fostering long-term sustainable growth.

Altremani project



The partnership between CEPI and Altremani is a concrete example of how a company can play an active role in promoting social well-being. CEPI has been collaborating with Altremani since 2006, contributing to the development of various workshops, including welding and carpentry labs. Thanks to this collaboration, CEPI has helped create qualified job opportunities for individuals in vulnerable situations, supporting their reintegration into society. This partnership reflects CEPI's commitment to supporting initiatives that value people's skills regardless of their backgrounds, and it contributes to a model of social economy that blends ethics with productivity CEPI's experience and support have enabled Altremani to offer a solid professional pathway, with a positive impact on both the participants and the wider community.



Solidarity Christmas



Christmas activities are another meaningful opportunity for connection, primarily focused on charitable support for local organizations and the involvement of partners from the sustainable design sector. Participants include: 'Albero della Vita' (Tree of life), IOR, Rippotai, Altremani, and Cavarei. Each year, holiday gifts are prepared for employees. In 2024, for example, the packages included food products purchased for charitable purposes from 'Albero della Vita' and IOR. Packaging and greeting cards were produced by Rippotai, which involved people from the Altremani project, part of the Accoglienza cooperative. The Christmas tree at CEPI headquarters was created by the young people from Cavarei. Over the years, various initiatives have taken place: starting with the recycling of PVC scraps, we created badge holders, card holders, and pen holders, which were included as additional gifts in the Christmas gift basket. For us, Christmas is another occasion to reaffirm our relational approach and a way to support local communities through integration and shared growth.





CHI
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&

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AMO

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AMO

Prima di ordinare
passa dalla cassa

**SOLITE
ENZE**
base di erbe
e biologiche che
cultura
ione

ESTADOS *café*
solidale

jump
Digital creative
company

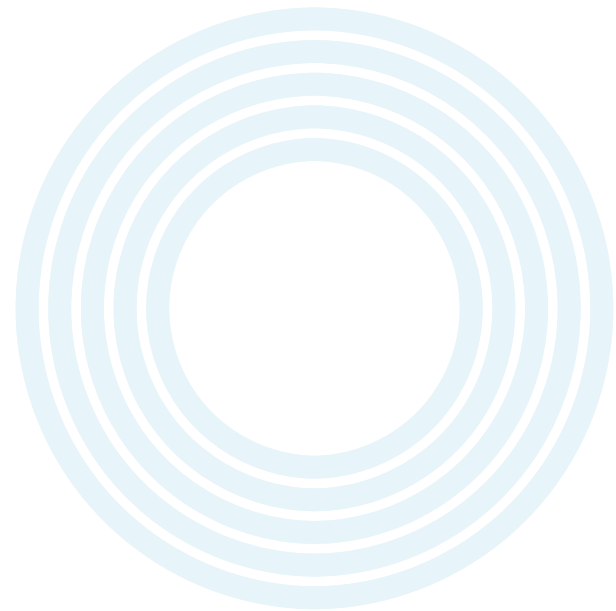
PROJECTS

HOW WE GUIDE

POLICIES

OUR WORK





[Visit our disclosure page](#)

- ✓ **CODE OF ETHICS**
- ✓ **GENDER EQUALITY**
- ✓ **GENDER EQUALITY DECALOGUE**
- ✓ **DAILY SUSTAINABILITY DECALOGUE**
- ✓ **CERTIFICATIONS**

Our work is guided by clear principles and a concrete commitment to **sustainability, ethics, and inclusion**. Through structured policies, we ensure transparency, accountability, and a positive impact on both our corporate ecosystem and the broader community. From **sustainability disclosures to our Code of Ethics, gender equality** initiatives, and certifications, every action reflects our vision: to create a fair, respectful workplace focused on responsible growth.



HOW WE CONTRIBUTE

TO THE

2030 AGENDA

2030 AGENDA

SUSTAINABLE GOALS

DEVELOPMENT





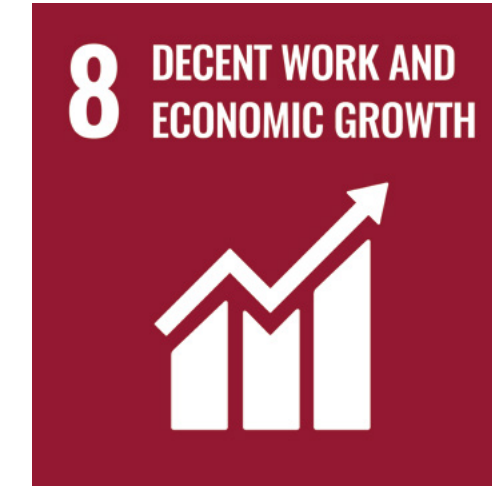
CEPI places great value on education and training. This is reflected both internally - through training initiatives for employees - and externally, via partnerships with schools and educational institutions operating in the region. These practices create school-to-work transition opportunities for students, some of which evolve into apprenticeships and employment in operational roles.



CEPI promotes gender equality, women hold leadership positions, and no form of gender-based discrimination is tolerated. CEPI has been awarded the UNI/PdR 125 certification on Gender Equality. It actively runs Metalli Nascosti, a dedicated program that includes awareness, training, and support activities to promote equal opportunities.



CEPI is active in the production of energy from renewable sources. 430 kW/h photovoltaic system, radiant floor heating, total heat recovery system, rainwater harvesting for irrigation, electric vehicles charging stations, ultra-efficient heat pumps, reinforced insulation, high-brightness production spaces, and curtain wall facades.



The new CEPI facility was built to high energy standards, with production areas rated Class D and offices Class A. Throughout its production processes, CEPI pays close attention to sustainability and minimising environmental and health impacts. Decent work and the right to employment are central to CEPI's vision. The company is also deeply engaged on a social level, actively including individuals with vulnerabilities in the workforce and supporting their professional integration.





The company is already actively engaged in initiatives aligned with SDG target 9.2 (promoting inclusive and sustainable industrialisation), particularly regarding employee inclusion, as outlined in the previous section. At CEPI, there is a strong focus on protecting and valuing diversity in the workplace, and flexible work practices are considered essential to supporting employees in maintaining a healthy work-life balance. Sustainable and inclusive industrialisation is also pursued by selecting reliable suppliers as close as possible to CEPI's location. Regarding target 9.4 (upgrading infrastructure and retrofitting industries to make them sustainable), the construction of CEPI's new production facility directly contributes to this goal.



CEPI processes stainless steel, a highly recyclable material. It has always designed its systems to be easily repairable and modifiable over time. Revamping operations at client sites are frequent. Additional attention is given to the reduction, reuse, and recycling of packaging materials.



CEPI has also developed a Social and Environmental Responsibility Policy, which includes a section on legal compliance. A legality rating has been implemented together with a whistleblowing system, and a Code of Ethics, reinforcing its commitment to integrity and transparency.

LA NOSTRA ATTIVITÀ

ESG

ENVIRONMENT

SOCIAL

GOVERNANCE

ENVIRONMENT

Product Circularity



The MCI of our plant is currently 0.7. We have implemented several actions within the supply chain to improve it, including surveys, the development of a dedicated thesis project, and a green procurement strategy.

Enviroment-friendly Premises



430 kW/h photovoltaic system, radiant floor heating, total heat recovery system, rainwater harvesting for irrigation, electric vehicles charging stations, ultra-efficient heat pumps, reinforced insulation, high-brightness production spaces, and curtain wall facades.

Waste Management



According to SFRIDOO's assessment of our waste management, we have optimal recycling and reuse processes, along with a strong inclination toward resource circularity. This approach promotes a virtuous end-of-life for discarded materials, enabling their reintegration into new value chains.

Waste Recovery



In addition to the ongoing recovery efforts carried out in collaboration with CAVAREI, we have launched a new project with NAZENA, which is currently in the prototyping phase.

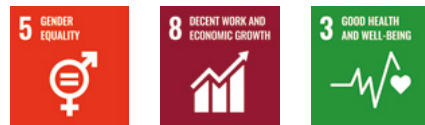
Mobility



We are working to improve mobility to and from CEPI by taking action on the public transportation network and promoting carpooling initiatives.

SOCIAL

Company Welfare



Once again this year, CEPI has been recognised as a Welfare Champion within the WELFARE INDEX PMI. We are developing the Shared HR function, which includes improving services and communication, as well as enhancing the company's relational care system.

Gender Equality



CEPI has been awarded the UNI/PdR 125 certification on Gender Equality. METALLI NASCOSTI, our gender equality program, includes a management system, the BLU DONNA catalogue, convivial and dialogue-based events, training at all levels, the distribution of the Gender Equality Decalogue to our stakeholders, and a series of interviews with women in the metalworking industry.

Training



The ATENA program aims to triple the legally required training hours, covering a wide range of topics, from specialised areas to health and prevention, and the development of soft skills.

Schools



We support training programs for vulnerable groups and maintain a strong relationship with local schools and educational institutions. We offer apprenticeship, internship, and thesis opportunities, providing access to our equipment to support lab activities and donating machinery and systems to educational facilities.

Territory



We have carried out numerous projects in collaboration with local Third Sector organizations, aimed at financially supporting, training, and integrating vulnerable groups into the workforce. Our main partnerships are with ALTREMANI, CAVAREI, COOPERATIVA BABINI and IOR.

Health and safety



We are UNI EN ISO 45001 certified and place strong emphasis on all HSE matters.

Christmas Budget



We allocate a dedicated Christmas budget for donations to non-profit organizations operating in the social, environmental, medical, and educational fields.

GOVERNANCE

Bodies and Procedures



We are currently developing documents and policies, and establishing committees and oversight bodies aimed at structuring, streamlining, and ensuring the transparency of all company processes. A review of the code of ethics and conduct is underway.

Quality



We are developing a management software system and evaluating indirect work processes to enhance process quality and productivity by optimising time.

Additionally, we have initiated a process to improve internal communication as part of our broader commitment to nurturing corporate relationships.

Management



We are currently revising job descriptions and conducting regular analysis and review of business processes. We have also begun drafting our 2025 Sustainability Report.

MATERIALITY ANALYSIS

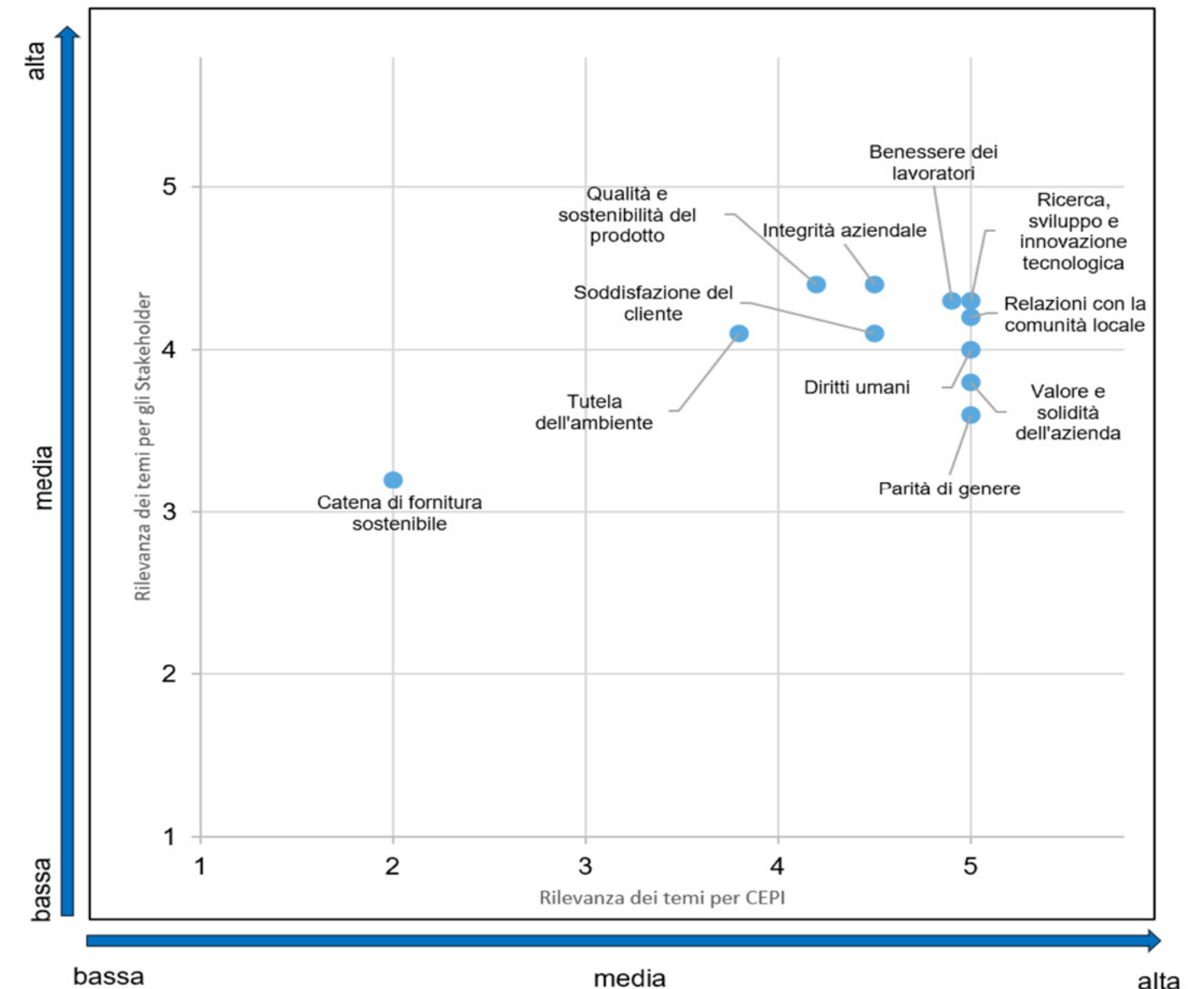
The materiality matrix is represented by a Cartesian graph that displays the positioning of the most relevant sustainability topics based on the perspective of the company (Y-axis) and that of its stakeholders (X-axis).

The topics considered in our materiality analysis include:

- ✓ **Company value and solidity**
- ✓ **Corporate integrity**
- ✓ **Product quality and sustainability**
- ✓ **Research, Development and Technological Innovation**
- ✓ **Environmental protection**
- ✓ **Sustainable supply chain**
- ✓ **Worker welfare**
- ✓ **Human Rights**
- ✓ **Customer satisfaction**
- ✓ **Local engagement**
- ✓ **Gender Equality**

The materiality matrix highlights that topics such as product quality and sustainability, employee well-being, research and innovation, and community relations are of high relevance to both CEPI and its stakeholders. Other aspects, such as gender equality and corporate value, are more significant for CEPI. Sustainable supply chain, while relevant for stakeholders, has a relatively minor impact on the company. This area will be explored more in-depth throughout 2025.

We developed our Sustainability Strategy and Social and Environmental Responsibility Policy based on the insights provided by this matrix.



2025 OBJECTIVES

OBJECTIVES
OBJECTIVES
OBJECTIVES
OBJECTIVES

- 1 CARBON FOOTPRINT ASSESSMENT
- 2 INCREASE OF THE MATERIAL CIRCULARITY INDEX (MCI)
- 3 CREATION OF A SPORTS AREA
- 4 CORPORATE RELATIONS-BUILDING ACTIVITIES
- 5 SCHOOL PROJECT FOCUSED ON THE THEME OF STRENGTH
- 6 IMPACT REPORTING
- 7 IMPLEMENTATION OF DISCLOSURE DEDICATED TO INTERNAL AND EXTERNAL STAKEHOLDERS
- 8 CULTURAL ACTIVITIES ON THE ROLE OF BUSINESS IN CIVIL SOCIETY
- 9 AWARENESS-RAISING ON WOMEN, SOCIETY AND WORK
- 10 DELIVERY OF SPECIALISED TRAINING FOR INDIAN ENGINEERS





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