

SUSTAINABILITY REPORT 2024



The commitment of
Ring Mill S.p.A. for a
sustainable future



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01

INTRODUCTION

**“A History of values,
a future of innovation”**

– Ring Mill S.p.A.





LETTER

TO STAKEHOLDER

It has already been one year since the release of our first Sustainability Report and it is with enthusiasm that we turn to you to announce the planned review with updates in 2024.

The review of the Report is a valuable opportunity to share our achievements and our commitment that the Report is not only an account of our progress, but also an interactive document.

Despite the many difficulties and uncertainties related to the macroeconomic environment, Ring Mill S.p.A. has continued to invest by resolutely pursuing the goals set for the year 2024.

Over the past year, thanks to your support and trust, we have implemented several initiatives that have helped reduce our environmental impact and improve working conditions for our employees.

We are investing to reaffirm our position as industry leaders, focusing on technological innovation to create solutions that not only enhance our competitiveness and production capacity but also contribute to addressing the social and environmental challenges of our time.

We are committed to promoting social inclusion by creating opportunities for everyone, regardless of their background or experiences. Through training programs, partnerships with local organizations, and volunteer initiatives, we aim to strengthen the social fabric around us, ensuring that no one is left behind on our journey toward success.

Despite the progress made and the results achieved, there is still much to be done and this is our commitment: to continue, to improve in order to build a future of sustainable growth for Ring Mill S.p.A.

A History of values, a future of innovation”

As the year 2024 comes to a close, we can proudly say that we have achieved significant milestones, while facing challenges dictated by market uncertainties.

Through the integration of sustainable practices into our processes, Ring Mill S.p.A. has contributed to the protection of the environment, and continues to promote the wellness of the communities in which we operate.

Our aim remains to grow and become stronger to meet increasingly complex challenges, with an ongoing commitment to managing resources ethically and responsibly.

We are facing an ambitious investment plan, which is essential for achieving our new strategic objectives, and we are excited to embark on this journey together.

In conclusion, we are convinced that our sustainability journey is not only a strategic choice, but also an important responsibility towards future generations. Ring Mill S.p.A. will continue to invest in people and innovation, because these are the foundations on which we can build a better tomorrow.

Sebastian Galperti (MD)

METHODOLOGY

The data and information required to prepare this Sustainability Report were collected through organized interviews with the various specialists and managers of Ring Mill S.p.A.: the structure was therefore involved at all levels in the drafting of this document, each according to their areas of competence.

Management, Human Resources, the Quality Department, the HSE department with its RSPP, the company's legal manager and the Supervisory Board were all involved.

The process of collecting information on specific areas required the involvement of several company divisions to procure record files, server and office documentation.

All interviews performed were based on the identification of the key points and sustainability elements relating to the Report project, considering the previously identified SDGs and always conducting a critical analysis of Ring Mill S.p.A.'s sustainability.



THE COMPANY

2.1

THE HISTORY



Ring Mill S.p.A. was founded in 1978. Its headquarters and production plant are in Dubino, Italy, in the province of Sondrio, near the northern end of Lake Como. The plant covers an area of over 100,000 square meters. Already in its early years, the company achieved international recognition and today is one of the world's leading manufacturers of forged parts. The company's annual production capacity is over 60,000 tons.

In 1991 the company obtained the ISO 9002 Quality Certification, updated to ISO 9001 in 2002. It continues after days to improve every aspect of its production activity to achieve excellence.

The experience developed by Ring Mill S.p.A. during 45 years of activity has enabled the company to achieve a world-leading position in the production of top-quality steel forgings.

2.2 MISSION, VISION AND VALUES

MISSION
Ring Mill S.p.A.'s goal is to continue to support partners and customers with long-term partnerships through continuous research into quality improvement, the implementation of energy-saving processes, the circular economy and sustainability, and an ever-increasing focus on customer and market needs.

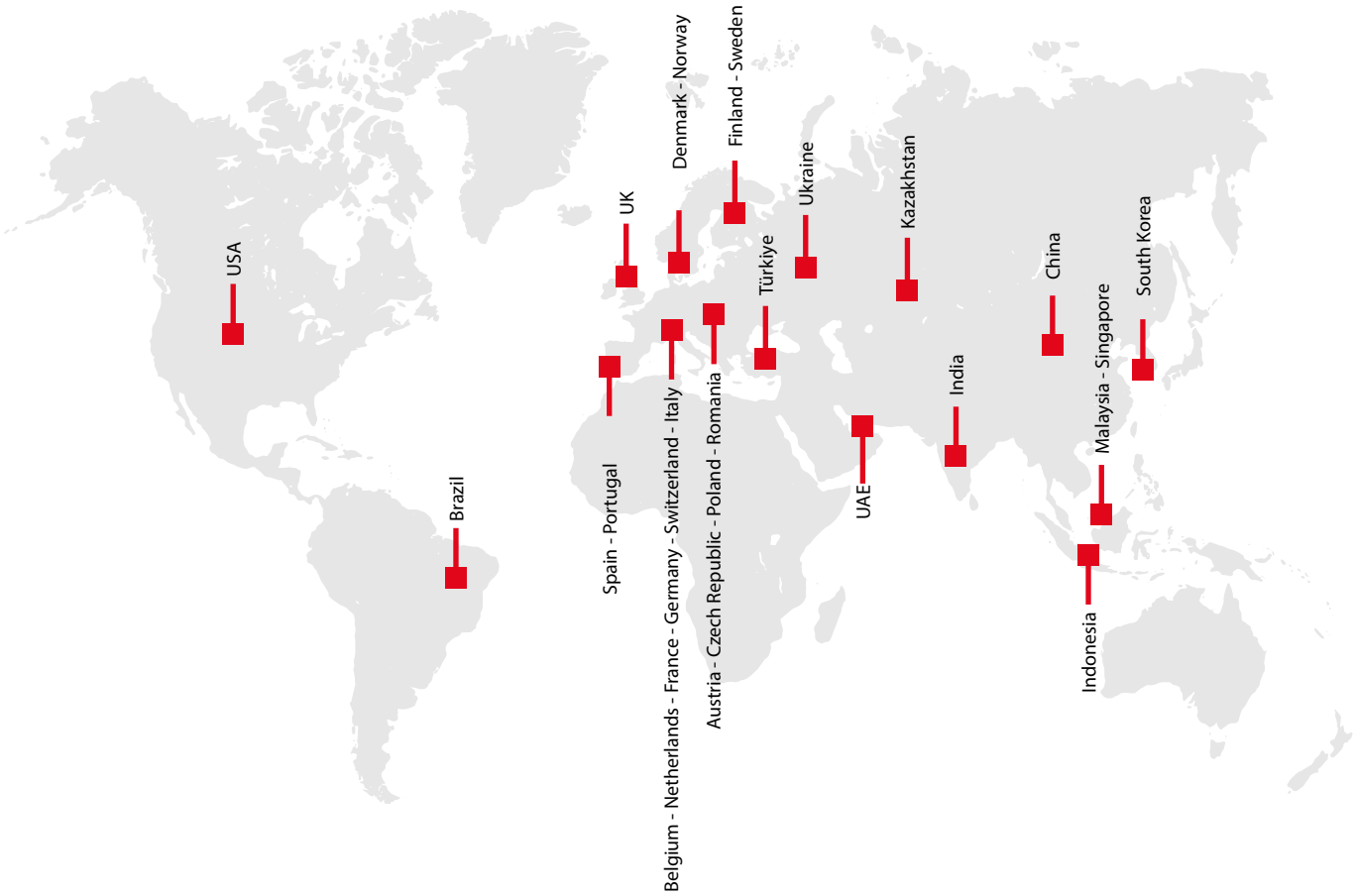
VISION
Ring Mill S.p.A. is embracing innovation and focusing on the future with the necessary oversight of its customers' strategy and "ESG agenda". Being a recognized industry leader does not only mean producing responsibly and making integrated solutions available to the market, but above all it means being a multi-cultural organization focused on people, ensuring a safe and proactive working environment, focused on production processes oriented towards lower fossil consumption and reducing its environmental impact.

VALUES
The values on which the activity of Ring Mill S.p.A. is based are

- **Quality**
- **Reliability**
- **Flexibility**
- **Teamwork**
- **Innovation**
- **Environment**
- **Health & Safety**

2.3 WORLDWIDE PRESENCE

Ring Mill S.p.A. is present in several market sectors, offering each of them high-quality products which have made the market of reference to expand all over the world.



- MARKETS**
- General Industries
 - Power generation
 - Nuclear
 - Oil&Gas
 - Aerospace and defence
 - Tool steels

2.4

SDGs

The SDGs (Sustainable Development Goals) are contained in the United Nations 2030 Agenda to achieve a better and more sustainable future for all. These are 17 linked goals, each of which has a series of targets, for which Ring Mill S.p.A reports both in their daily activities and in their improvement and development plans.



GOAL 4
QUALITY EDUCATION

Ensure quality, equal and inclusive education and promote opportunities for lifelong learning for all.



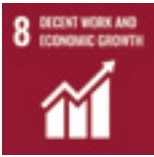
GOAL 7
AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy systems for all.



GOAL 5
GENDER EQUALITY

Achieve gender equality and empower all women and girls.



GOAL 8
DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



GOAL 6
CLEAN WATER AND SANITATION

Garantire a tutti la disponibilità e la gestione sostenibile dell'acqua e delle strutture igienico-sanitarie



GOAL 9
INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



GOAL 10
REDUCED INEQUALITIES

Reduce inequalities within and between countries.



GOAL 12
RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.



GOAL 11
SUSTAINABLE CITIES AND COMMUNITIES

Reduce inequalities within and between countries. Make cities and human habitats inclusive, safe, durable and sustainable.



GOAL 13
CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

2.5

231 MODEL

Since 2008 Ring Mill S.p.A. has adopted the Organization and Management Model 231, pursuant to Legislative Decree No. 231/2001 (Articles 6 and 7).

The model identifies a set of protocols designed to remove the company from liability for administrative offences, such as offences against public administration and IT, corporate, environmental or tax.

Through the preparation of efficient control procedures and appropriate internal monitoring strategies to reduce risks, Ring Mill S.p.A. identifies Model 231 as an effective tool for contrasting risk situations and the commission of offences.

2.6

CODE OF ETHICS

Adopted on October 3, 2008, the Code of Ethics is of fundamental importance to the effectiveness of operations, reliability, reputation and in the final analysis the success of the company.

The Code of Ethics, compliance with which is mandatory, is addressed to shareholders, corporate organizations, executives, staff, contractors and generally people under contract for the providing of work or services, consultants and suppliers.

The principles underlying the Code of Ethics are

- Fairness and loyalty in the execution of their own work, both towards the company and in external relations, with a view to protecting the

- company's reputation;
- Honesty in working relationships at all levels of the organization, avoiding pursuing Illicit or illegitimate objectives and any conduct which may give rise to suspicion of conflicts of interest;
- Transparency and entirety of information to third parties;
- Fair competition within the reference market, avoiding agreements or unfair behavior towards competitors;
- Independence and impartiality of all those who work with the company both in the performance of their duties and in their relations with the organization as well;
- Confidentiality and a commitment not to disclose data and information not strictly related to the performance of their job;
- Protection of Personal Privacy, to which particular attention is also provided in compliance with legal regulations;
- Diligence and Care in the performance of their work by all those who collaborate with the company in accordance with the company's quality standards;
- Justice and Equality through the creation of team building spirit, denouncing all forms of discrimination both internally and toward external relations;
- A definite hierarchical structure in which each person occupies a definite place within the corporate organization chart, from which derive precise responsibilities;
- Professionalism defined as ensuring that each person within the company has the competence and experience required for his or her role, including the support of specific and ongoing training;
- People Protection and Work Safety in compliance with applicable laws and as an integral part of the corporate culture, including through the Work Safety Management System.

2.7

SUSTAINABILITY COMMITTEE

The commitment of the Sustainability Committee continues. Committee that acts as a link between the Board of Directors with which it collaborates in defining strategies, and the functions dedicated to the implementation and achievement of objectives.

Committee Goals:

- Encourage the integration of sustainability into corporate culture, promoting its diffusion at all levels;
- Oversee sustainability initiatives and related KPIs; Establish the ESG performance goals of the Sustainability Plan and monitor their execution through the strategic development process;
- Promote projects in the energy transition;
- Define the company's non-profit strategies.



03

FINANCIAL SUSTAINABILITY



3.1

CORPORATE GOVERNANCE

Our governance is based on principles of transparency, responsibility and integrity, which are essential to ensure sustainable, long-term oriented management. The Board of Directors, supported by the Sustainability Committee, oversees the company’s strategies, ensuring that they are aligned with ESG (environmental, social and governance) objectives.

BUSINESS CONTINUITY PLAN

The Business Continuity Plan provides a series of preventive and reactive measures, including risk assessment and identification of critical processes, in order to minimize the impact on production activities and maintain a reliable service to our customers.

Compliance with environmental regulations and the promotion of sustainability are integral elements of our plan. We are committed to ensuring that business continuity strategies do not compromise our sustainability goals, thus supporting responsible resource management and reducing environmental impact.

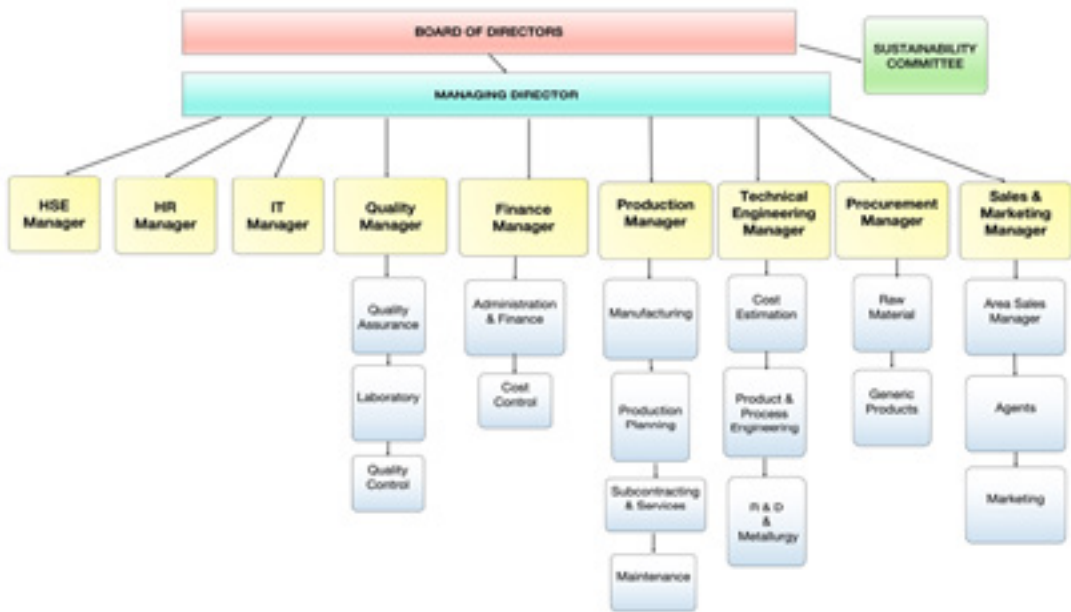
Particular attention has been and will be dedicated to staff training. Ring Mill is positively supporting the topic of generational transition. It faced this change promptly, activating all the necessary procedures to ensure a smooth and seamless transition.

At every stage, the continuity of the quality of service and product offered to our customers has been assured, keeping firmly in place the principles and values that have always guided our business



3.2

ORGANIZATION CHART



The Board of Directors of Ring Mill S.p.A., typically consisting of 3 to 5 members, oversees the running of the company and is an expression of the Galperti family, which owns the business.

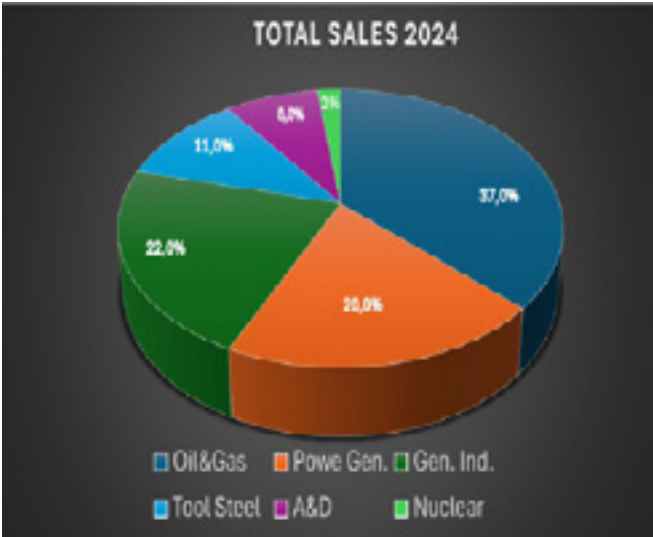
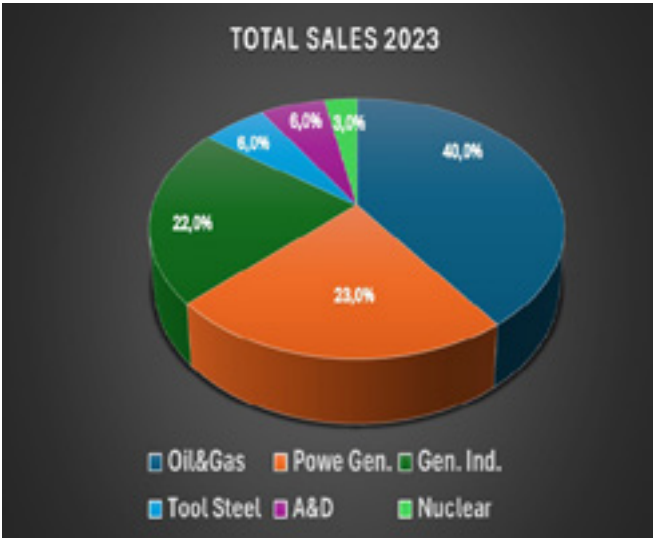
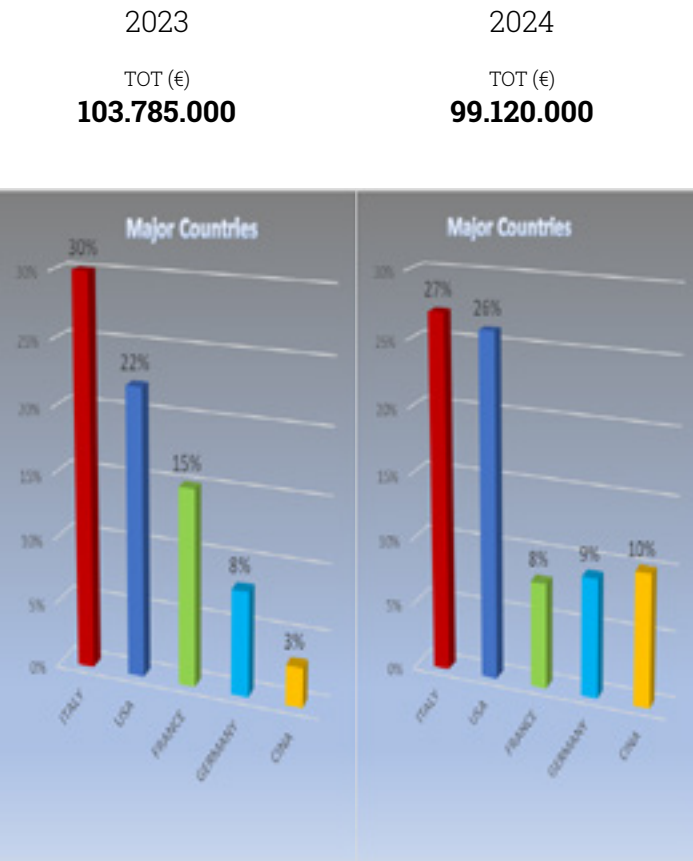
Therefore, the Chairman of the Board of Directors is also in fact the employer. In 2024, the Sustainability Committee was created, which reports directly to the Board of Directors.

3.3

TURNOVER AND MARKETS

Between 2022 and 2024, Ring Mill undertook a significant growth journey, stabilizing its revenue and expanding its diversification in terms of clients and markets. This process was carried out while maintaining strong loyalty from long-standing customers.

Oil & Gas continues to lead in revenues, while Power Generation keeps building on its positive trend, firmly establishing itself as one of our key markets. The United States, together with Italy, have established themselves as the key reference countries in terms of revenue. This result not only demonstrates Ring Mill’s ability to expand its influence beyond national borders but also serves as proof of the strength and stability of the local market.



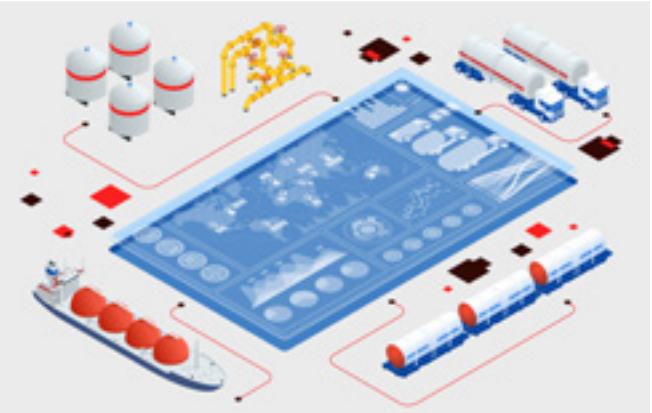
3.4

CUSTOMERS

Ring Mill has successfully positioned itself in high-potential international markets by offering niche, top-quality products tailored to customer needs. What sets the company apart is its ability to understand and respond to the expectations of even the most demanding clients. Thanks to its relentless focus on excellence, Ring Mill has secured a strong foothold in premium market segments—where quality matters more than volume—and has built lasting relationships based on trust, performance, and high perceived value.



In 2024 Ring Mill S.p.A. globally supplied more than 140 customers all over the world and the product sectors with the highest number of exports have been:



Oil & Gas Valves
36.500.000 € Turnover



Power Generation
19.100.000 € Turnover

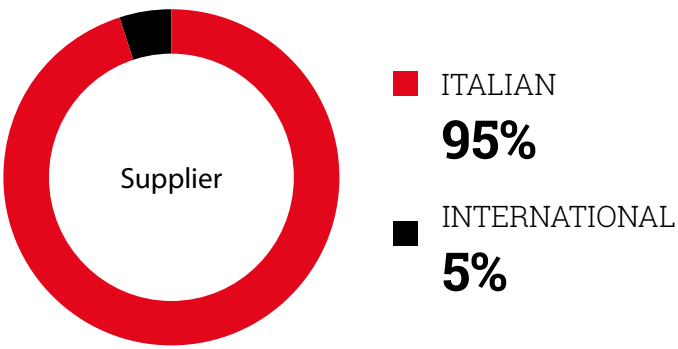


General Industrie
24.000.000 € Turnover

3.5

SUPPLIERS

The organization manages relations with its stakeholders in a way that optimizes their impact on its performance; in particular, the management of relations with the suppliers and partners network is considered vital.



Regarding services at the company headquarters, such as security, cleaning, technical consultancy, and software supplies, the suppliers were selected from among residents in the neighboring area of Valtellina (in the provinces of Sondrio, Lecco and Como) as well as, for some aspects, from Milan and its province.

On the raw materials side, all suppliers come from Italy or countries belonging to the European Community. This is a very important item for Ring Mill S.p.A., since as much as 50% of the Company's costs come from raw materials:

main suppliers under this category are Rubiera Special Steel S.p.A., owned by the same Galperti family, which also heads Ring Mill S.p.A., and other steel mills of recognized quality operating in the Veneto and Lombardy regions.

Most suppliers of maintenance, auxiliary materials, and industrial or general services are located in Lombardy or elsewhere in northern Italy.

As for foreign suppliers, which amount to about 5% of the total, they all come from the European Community area. In particular, the foreign raw material comes from the Czech Republic or Germany, and some equipment such as presses also comes from the Germany.

Suppliers are selected in line with the dictates of ISO 9001 certification: Ring Mill S.p.A. suppliers considered strategic are audited by an internal quality operator and, if every aspect is found to be regular and in line with company policies, the supplier can be classified as such and included in the Vendor List.

The relationship with suppliers is based on the principles of transparency, integrity, and punctuality on both sides: a policy that has paid off over the years, if we consider that almost all Ring Mill S.p.A. suppliers can be considered historical and that the top five by volume of supplies have been so for about 45 years.

3.6

QUALITY POLICY

To achieve its objectives and maintain its leading position in the forged and rolled rings products, Ring Mill S.p.A. has established a Quality Policy, the distribution of which is at all levels of the company structure, with the aim of satisfy the needs and expectations of customers and create sustainable value for stakeholders. The policies and procedures aim to guarantee the achievement of the highest level of quality and expertise for each project.

The policies and procedures aim to ensure the highest level of quality and expertise for each project, more expansion in the domestic and international markets, and stronger financial stability.

We summarize the key points below:

- 1.FOCUSING ON THE CUSTOMER
- 2.LEADERSHIP
- 3.ACTIVE PARTICIPATION OF PEOPLE
- 4.AWARENESS
- 5.PROCESS APPROACH
6. RELATIONSHIP MANAGEMENT
- 7.IMPROVEMENT
- 8.EVIDENCE-BASED DECISION-MAKING
- 9.PRODUCT REQUIREMENTS
10. HEALTH AND SAFETY

3.7

QUALITY CERTIFICATIONS

MANAGEMENT SYSTEM CERTIFICATIONS

- ISO 9001:2015
Certifying Agency LRQA
- EN 9100:2018
Certifying Agency LRQA
- MO ASME III - NCA 3300
Certifying Agency ASME
- AD 2000-Merkblatt W0
Certifying Agency TUV

PROCESS & PRODUCT CERTIFICATIONS

- DNV rules for classification – Ships,
Certifying Agency DNV
- RINA rules for marine application,
Certifying Agency RINA
- LLRS rules for marine application,
Certifying Agency LLRS
- BV classification of marine unit,
Certifying Agency BV
- ABS rules for marine application,
Certifying Agency ABS

04

ENVIRONMENTAL SUSTAINABILITY



THE POLICE OF ENVIRONMENTAL SUSTAINABILITY

- Ring Mill S.p.A. is determined to consolidate its position as a responsible and reliable manufacturer of rolled and forged steel products capable of adapting and responding competently to changes in the economic and social environment.

The topics of 'sustainable development' and 'climate change' represent the major challenges of our time and the Organization is aware that its specific contribution to these challenges lies in:

- protect the health and safety of its staff;
- prevent pollution and protect the environment

The Management confirms its decision to continuously maintain and improve its Management System in accordance with the International Standards ISO 45001, ISO 14001 and ISO 50001 and through them agree to :

1. Know, understand and fulfil the compliance obligations arising from:
 - legal requirements, through compliance with the prescribed and authorized constraints and limits, a correct and consistent interpretation of the rules of the articles of association, as well as a fruitful and proactive relationship with institutions, public organizations and authorities;
 - any existing agreements with other stakeholders;
3. Know, understand and monitor the evolution of their specific context, both internal and external, to promptly intercept any changes in risks or opportunities;
3. Constantly look for the best technical, mechanical or procedural solutions to

- Prevent occupational accidents and diseases by controlling plant, machinery and equipment, implementing adequate production systems, reducing human exposure to risk factors and ensuring the use of appropriate prevention devices and protection;

- Prevent air, water and ground pollution through treatments, land protection systems and by adopting modern and appropriate air and water emission systems to reduce noise pollution;

- Make their production processes more efficient, optimizing water and energy consumption;

4. Develop the skills of its staff through educational and training programs aimed to generate adequate levels of awareness of each person's role and personal impact on the operation of the organization and the risks involved;
5. Promote constant and correct dialogue with stakeholders and preserve the company's reputation;
6. Promote the correct practices of external suppliers and contractors working on site regarding the environment, energy and compliance with health and safety conditions
7. Prevent all forms of pollution and protect the environment by reducing waste, optimizing resource consumption and waste production, improving and monitoring emissions into the atmosphere and water, minimizing noise and protecting the ground and underground, as well as controlling any other direct or indirect forms of impact;
8. Protect the health and safety of workers through danger control, risk prevention and reduction, and health surveillance, by monitoring and improving accident rates, analyzing events and accident failures, and involving workers and their representatives

9. Plan emergency management and testing the response regularly;

10. Seek and promote the consultation and participation of the workforce and their representatives to encourage conscientious behaviors, constructive input to the analysis of events and ideas for continuous improvement and recognizing virtuous and proactive actions on the part of the workforce through the rewards generated internally by the system.

These values and commitments are implemented through the definition of objectives, targets and programs for health and safety, environment and energy, which are integrated into the investment planning and operational management of each department.



A good example of this is the new gas heat-treatment furnace, designed with low environmental impact technologies. The system allows precise control and optimization of energy consumption, making a significant contribution to reducing emissions and improving the efficiency of the production process.

EMISSIONS AND CLIMATE CHANGE

The issue of controlling its environmental impact is of primary importance for Ring Mill S.p.A., which, as a manufacturing company, aims to reduce and optimize its consumption and, where possible, to produce renewable energy. Since it is an industrial company considered energy-consuming by its characteristics, first because of the need to keep large furnaces in operation, this is in fact a matter of primary importance, where even small improvements can make a big difference in the energy consumption.

RENEWABLE ENERGY AND GREEN TRANSITION

Consumption is constantly monitored, and timely control is carried out for its limitation. We have obtained specific certification for the ISO 50001 (TUV) energy management system. As regards electricity, it is supplied via the grid with a contribution from self-generation through photovoltaic systems that came into operation in 2012. A new 3000kWp photovoltaic system will come into operation by the end of 2025. The furnaces for heating the raw material, are fired with natural gas, still the most applied and efficient technological solution to date, especially for large furnaces, as it allows more control over the heating and cooling cycles. Furthermore, the heat of the furnaces is not lost, but a heat recirculation system has been foreseen to avoid its dispersion with a perspective of high energy efficiency. Finally, the presses are powered by electricity, while the cooling circuits use oil.

The heating and cooling systems for the office building represent approximately 3-5% of consumption.

301,53 KW

INSTALLATION POWER

251.705 KWH

EXPECTED ANNUAL OUTPUT

In addition to having built a geothermal energy system in 2017 with the installation of three heat pumps, in 2025 these will be replaced by new smart heat pumps, in order to improve energy efficiency in the offices and increase the quality of air conditioning.



RAW MATERIALS

Steel is completely reused in the production circuit: what is discarded becomes scrap and sold in its entirety to third parties for its reuse, to eliminate the share of scrap to be treated as waste.

All the material comes from the CE and the quality ISO 9001 is required: all the suppliers of Ring Mill S.p.A. are audited by an international quality operator before being included in the company's Vendor List.

4.5

WATER RESOURCES

The water used in the production processes is controlled through closed circuits which, except for the necessary reintegration due to evaporation losses, allow to reduce water abstractions in a sensible way.

All the external areas of the plant are equipped with facilities for collecting rainwater that may meet substances on the surface, so that it can be conveyed to the necessary purification operations without dispersing it on the ground.

4.6

WASTE AND SCRAP MANAGEMENT

Wood packaging: surplus wood packaging is delive-

red to the specialized company Remedia Srl. As for pallets, practices are adopted that provide for the return through a certain return circuit or are reused internally for the packaging needs of the parts produced and/ or auxiliary materials. Any contributions are always managed with the relevant FIR (Waste Identification Form).

Plastics: Ring Mill S.p.A. production processes do not use plastics. Any plastic waste produced in offices or by production personnel is properly separated by separate waste collection

Exhausted oils: oils from machines, presses and various mechanical processes are collected and disposed of according to the legal indications. Since the company is subject to CONAI's contributions, there is an obligation to transfer to the Consortium that carries out the recovery of the lubricant bases, allocating the non-recoverable fraction to energy production. All operations of collection, recovery and recycling of all materials are done according to specific industry regulations. The ferrous materials are destined for recovery to produce new steel by using a specific process carried out with an electric furnace in the Rubiera S.p.A. steel mill, which belongs to the same ownership as Ring Mill S.p.A.

4.7

ENERGY CERTIFICATION

- Environmental Certification
- ISO 14001:2015+A1 (Climate Change Amendment)
- Energy Certification
- ISO 50001:2018+A1 (Climate Change Amendment)

05

SOCIAL SUSTAINABILITY



5.1

CSR and EMPLOYEES

The health and safety of workers is a primordial value, which is protected and guaranteed through the application of current Health and Safety regulations and the constant monitoring of their compliance.

As required by the Code of Ethics, the employment contracts signed by the company must be guided by the principles of mutual respect, loyalty and meritocracy. Hierarchical power must always be exercised with full respect for the rights of employees. In the same way, the employees will have to carry out their work in the spirit of maximum cooperation, following the directives of the Management and the supervisors.



Ring Mill Data updated on 31 December 2024	MAN	WOMEN	TOT.
STAFF	195	15	210
Workers	136	0	136
Employees	59	15	74
Type of contract			
Permanent contracts	6	0	6
Contracts with Temp. Agency	1	0	1
Part-time	2	6	8

5.2

SAFETY

The company considers the protection of workers’ health and safety to be a fundamental aspect of its organization and is actively promoting this policy to each employee, recognizing the central role that the contribution of each individual worker plays in “creating safety”.

The company pursues a policy of continuous improvement of internal safety that goes beyond mere compliance with legislative directives and aims to minimize the number of accidents and risk situations, as far as possible considering the state of the art and current technological developments.

The Company is aware of the peculiarities of its production processes, which are extremely dangerous and have considerable potential for risk. For this reason, it is considered that only a continuous examination of the equipment and working methods, together with a continuous process of training, education, information and awareness, can create the necessary conditions to maintain and improve the current level of safety.



5.3

CERTIFICATES

Process Certification

- UNI ISO 45001:2018 Occupational health and safety management system (TÜV Italy)

5.4

COLLECTIVITY AND LOCAL COMMUNITY

- Ring Mill S.p.A. considers of primary importance to maintain relations with the local community and society in which its production activities are located. In 2024, the following activities were supported:
- Scholarships and training for schools
- Contribution to purchase a new Ambulance “Lario Soccorso”
- Sponsor event ‘Festival Musica sull’Acqua’ in Colico
- Sponsor ‘Music & Friends’ event in Colico
- Sponsor evento “Festival Musica sull’Acqua” a Colico
- Sponsor of the Colico women’s volleyball team
- Sponsor of Dubino Calcio and the sports club Nuova Olonio Athletics
- Sponsor of the “KIDS MEET ALPS” event
- Sponsor of the amateur sports association “Ice Diamonds”
- Important support for Nostra Famiglia in Bosisio Parini, a pilot project designed to introduce autistic children to the world of mechanics with the ‘Two Wheels Experience’ project

06

RESULTS AND TARGETS



6.1

RESULTS

The release of our Second Sustainability Report is an opportunity to reinforce our commitment to transparency and responsibility, confirming the work done to achieve the goals we set when drafting the first Report.

The release of this second Report allows us to:

- Communicate transparently the objectives achieved and actions taken in 2024, highlighting the responsible, concrete and credible approach that Ring Mill continues to maintain.
- Confirm our commitment and strategic consistency in strengthening our position in our sectors and markets, promoting a sustainable growth model based on economic stability, customer focus, environmental sustainability and the creation of shared value for the community
- Improve performance, thanks to monitoring indicators that allow us to assess progress towards sustainability objectives over time.

As anticipated in our previous Report, 2023 marked an important milestone: Ring Mill received the Bronze Medal from EcoVadis. One of the most authoritative international sustainability assessment platforms, and as promised, 2024 also confirmed that we are moving in the right direction. We have been evaluated on fundamental aspects such as Environment, Labour Practices and Human Rights, Ethics and Sustainable Procurement.

Every data point, every parameter, every outcome reminds us that behind the numbers are people, intentional choices, and a future we are building TOGETHER



6.2

TARGETS

This document emphasizes the tangible results achieved thus far in our sustainability journey. Soon, we will publish an authentic Sustainability Balance Sheet that will reflect our commitment to these principles and the progress we have made.

We would like to list some of the GOALS ACHIEVED DURING THE YEAR 2024.

- Obtaining ISO 50001 certification
- Installation of five double-socket charging stations for electric cars for company and visitor use.
- Purchase of a fleet of hybrid company cars
- Replacement of high-consumption lamps with new-generation LEDs.
- 101 trees were planted to help improve air quality. The trees were carefully picked based on how well they fit in with our local environment, how much they help the air, and how they make our company image look great.

TARGETS FOR 2025

- Installation of an electric furnace that reduces CO2 emissions.
- Commissioning of the new photovoltaic system.
- Installation of new pumps with remote control and integration of software with Free-Cooling logic.
- Strengthening of sensitive data protection technologies with firewall installation and new software.

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