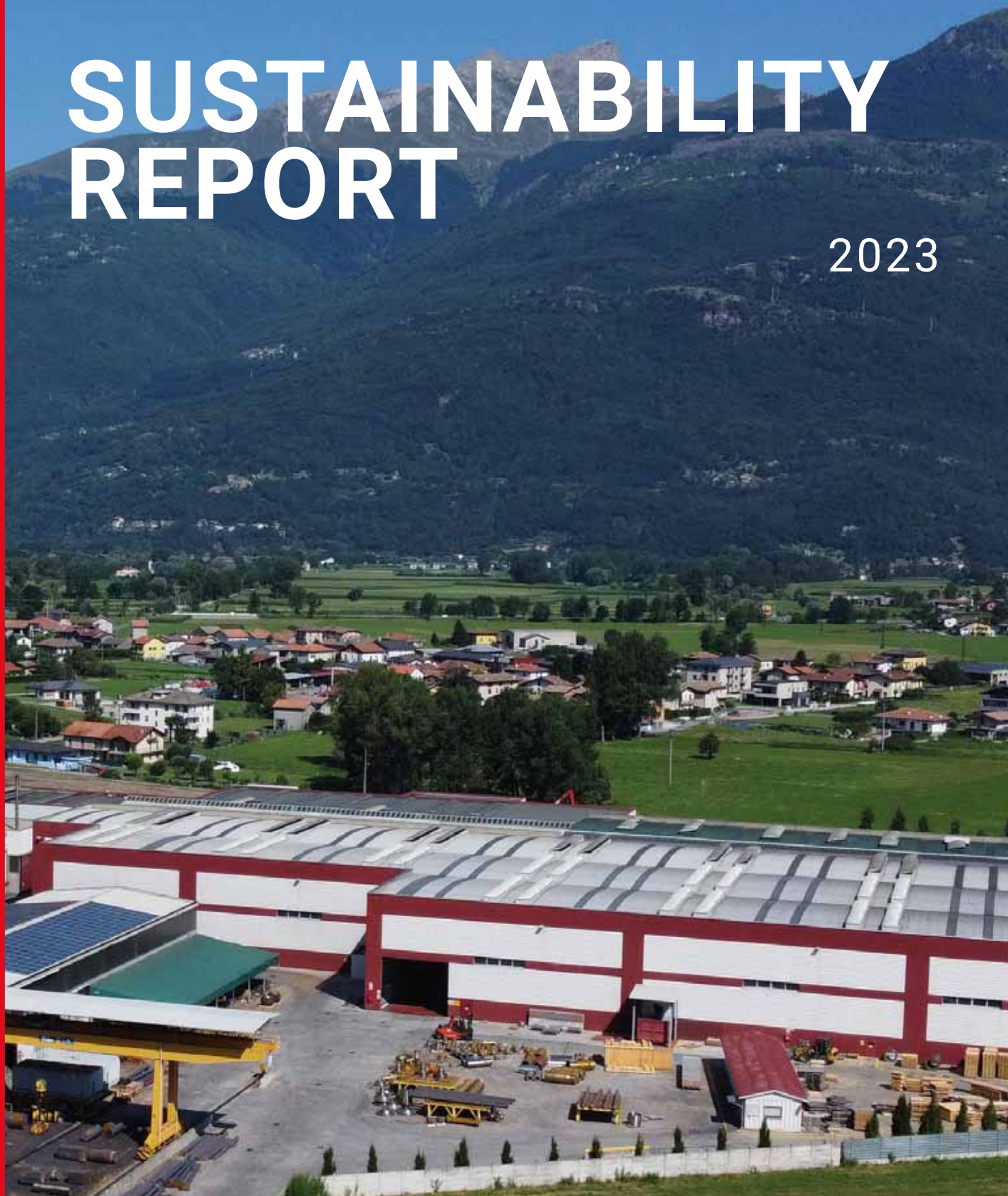


SUSTAINABILITY REPORT

2023



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





LETTER TO STAKEHOLDER

We are pleased to present you the first Sustainability Management Report, demonstrating what has been done in the 45-year history of Ring Mill S.p.A. A fantastic journey. Looking back, seeing where we started and where the company is today, the goals we have achieved and those on the future horizon makes us proud, but also makes us realize more and more how much responsibility this history entails.

We have always believed in a reality and in actions characterized by the most stringent professional ethics, setting ourselves the task of looking ahead, building on all that we have achieved to find new answers to new uncertainties and new challenges.

Today, with the publication of this first Sustainability Report, we wish to share with all our stakeholders the highlights of the company's strategy on ESG (Economic, Social & Governance) policies, with the aim of making it an ever more comprehensive document over time, aimed at establishing an open, transparent dialogue regarding Ring Mill S.p.A.'s commitment.

From a corporate point of view, we aim to be the leader in our sector by researching and implementing technical innovations that optimize energy-saving production processes.

The environment is in fact another of our priorities, which sees us involved in a series of initiatives aimed at ensuring sustainable development and a lower environmental impact, for the well-being of present and future generations.

The social sphere is also a voice present and structured in our policies related to support, both externally with the collaboration with schools and local associations and inside by implementing an inclusive policy on diversity and gender equality, and by focusing on the integration of young people.

From this point of view, one of the most important challenges that the company is playing in recent years is the generational transition: a delicate moment that represents an opportunity for growth and enthusiasm for the future.

“A History of values, a future of innovation”

Aware of how much sustainability can impact scenarios such as gender disparity and climate change, Ring Mill S.p.A. continues to pursue its goal of enhancing the human resources that are the real engine of life and business.

Within 2030, a large part of the company's employees will be on their way to retirement, which is why a Continuity Plan has been put in place to train and mentor new staff to enable them to gradually hand-over, as happened in previous generations.

We will continue to dedicate ourselves to sharing our ethical values with employees and customers, where the relationship with customers is not only a business strategy but has always been an integral part of the company's growth processes.

We will always give importance to the fundamental principles that have been driving our company since birth, as part of our genetic code, such as family values of honesty, transparency, generosity.

Sebastian Galperti (MD)

METHODOLOGY

The data and information required to prepare this first 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.



02

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**
- **Team work**
- **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.



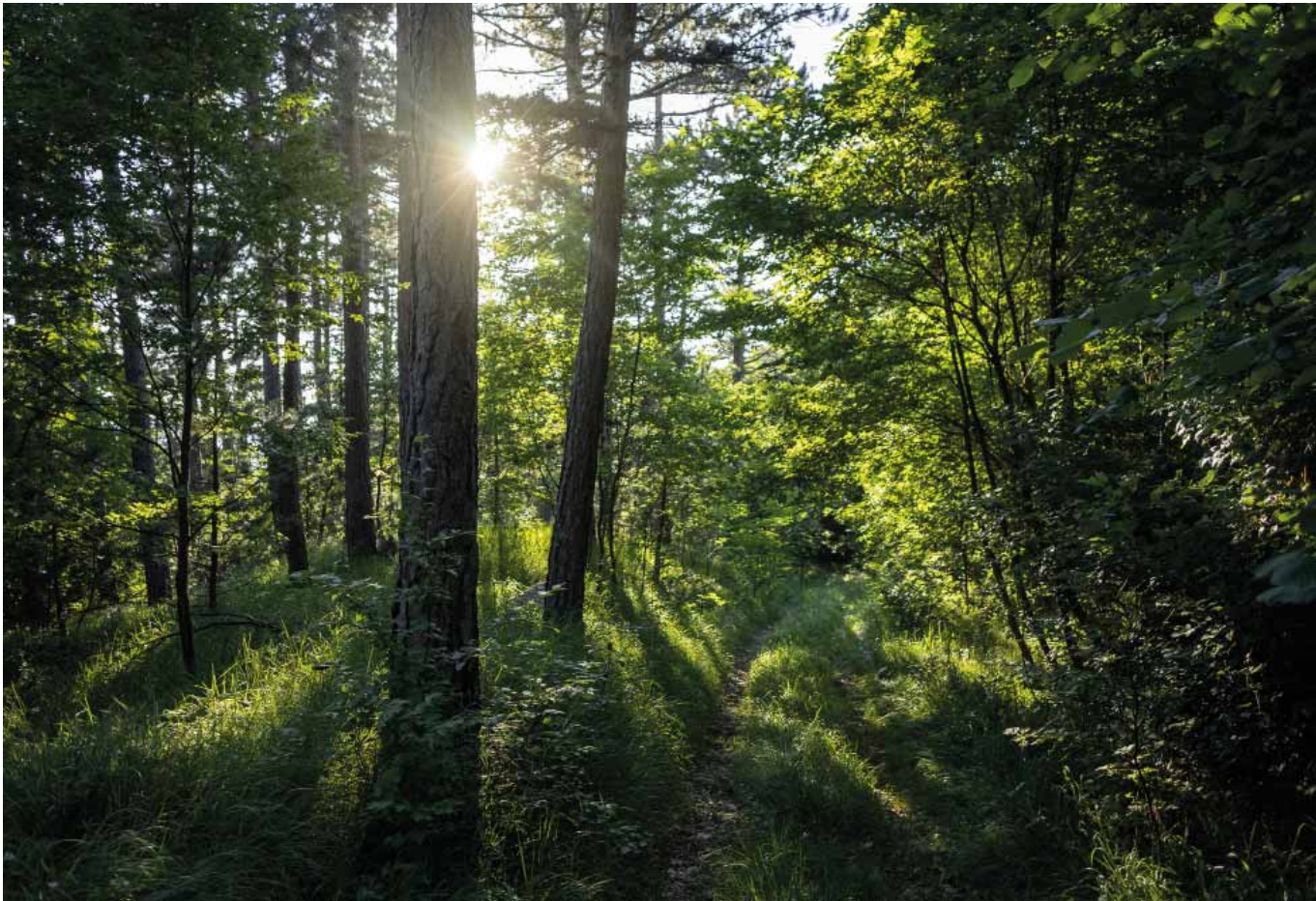
GOAL 6
CLEAN WATER AND SANITATION

Ensure the availability and sustainable management of water and sanitation for all.



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 behaviour 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

On December 19, 2023, Ring Mill S.p.A. established a new Sustainability Committee. A committee that is constituted by the company's top-level figures and acts as a link between the Board of Directors, with which it will collaborate in defining strategies, and the functions dedicated to implementing the various projects.

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

Governance means the implementation of a corporate structure that, through precise protocols, procedures and a training plan for staff, ensures the implementation of the company's ESG policies.

The company organization of Ring Mill S.p.A. is divided into different areas of competence, each reporting to a contact person and all reporting to the management and, eventually, to the Board of Directors. This structure guarantees the effective transfer of guidelines to the entire structure and the punctual sharing of company objectives, while maintaining the margins of autonomy resulting from the powers delegated to the various sector managers.

BUSINESS CONTINUITY PLAN

Ring Mill S.p.A. has in recent years had to deal with the important issue of generational change both at management level and regarding its workforce: a change that is taking place without any repercussions on the company structure and its activities at all levels, thanks to a systematic and far-sighted approach.

The company has in fact addressed this matter in good time, putting in place all the necessary procedures to ensure that the transition is seamless and always guaranteeing the same quality of service and product to their customers, just as the fundamentals on which the philosophy is based have not changed.

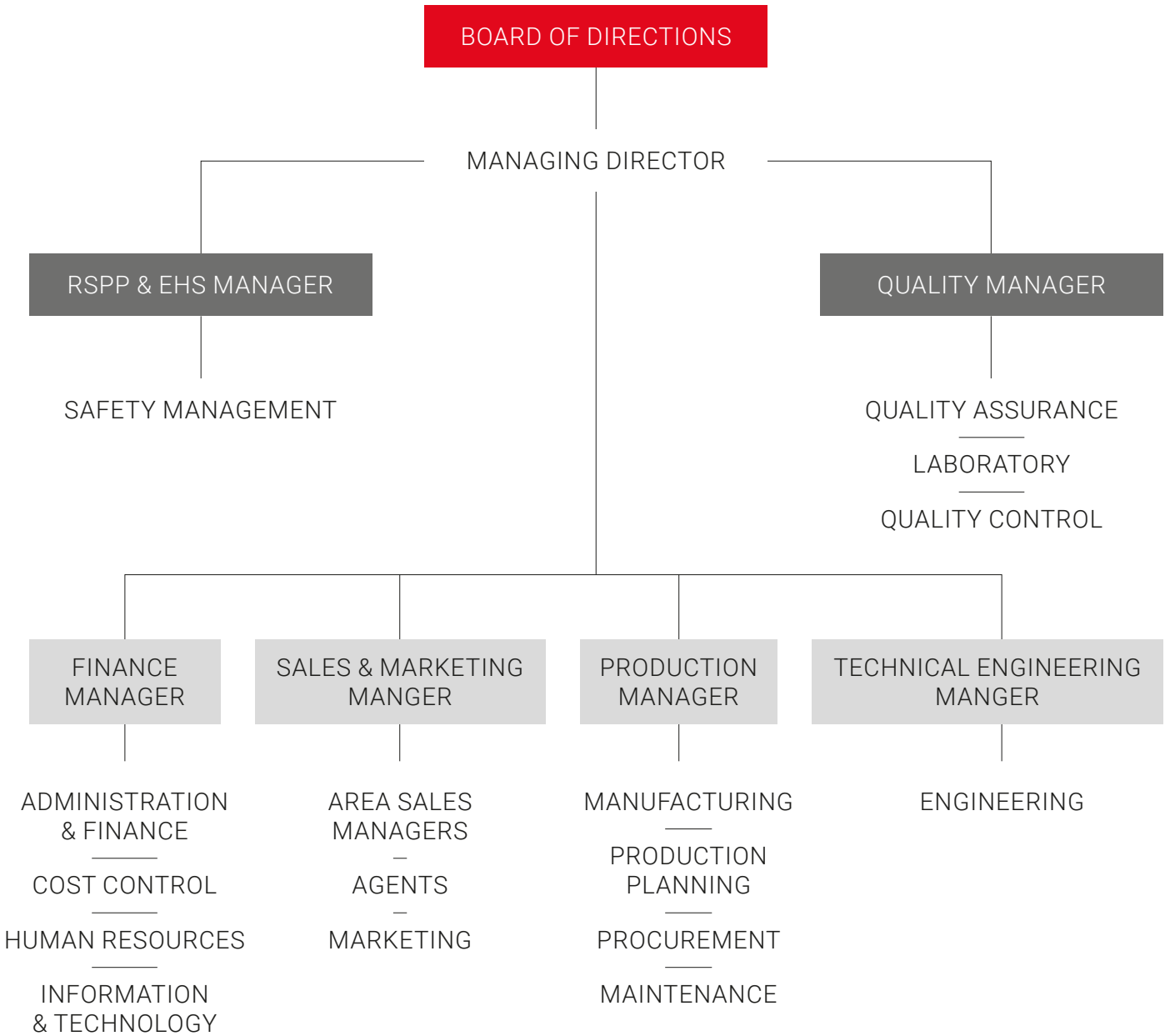
In Ring Mill S.p.A., each person is valued exclusively for the added value they represent. Opportunities for growth are reserved for all people equally, with training courses that are tailored and personalized according to needs.

The experience and skills of people approaching retirement will support the junior figures in the transfer of skills, values, attitudes and attachment to the company.



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.

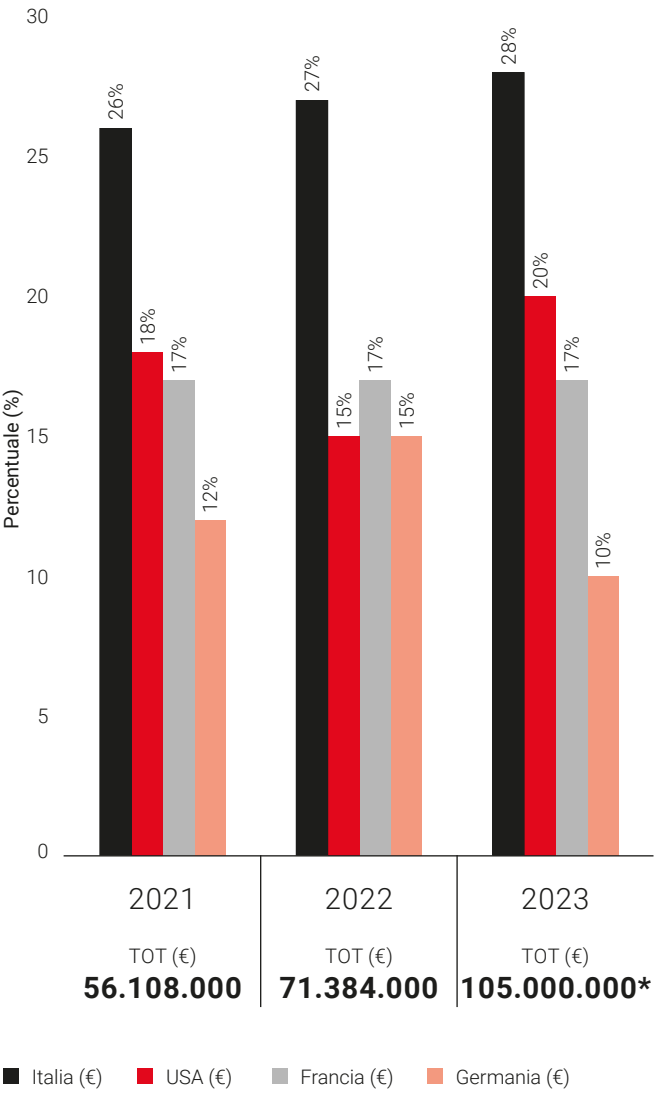
During 2024, the Board of Directors will be extended to more specifically embrace governance roles regarding the various aspects of sustainability.

3.3

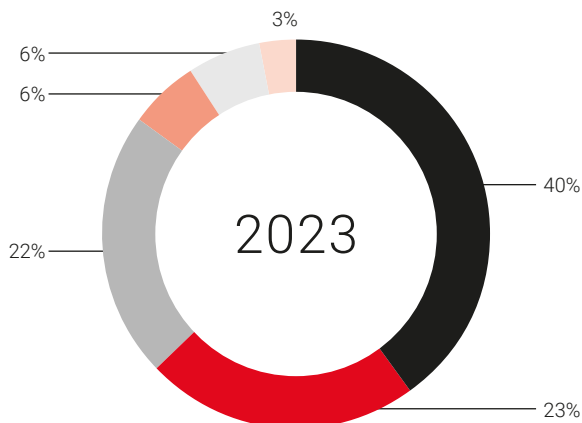
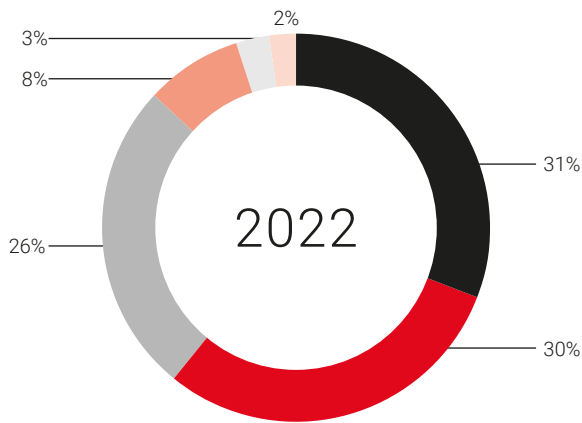
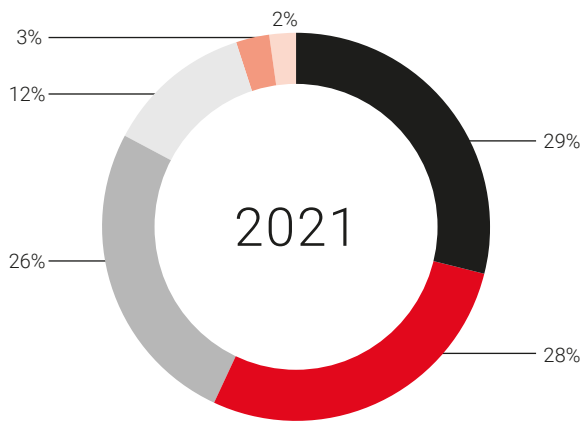
TURNOVER AND MARKETS

In the last three years, Ring Mill S.p.A. has seen a clear increase in turnover, confirming the process of globalization and market diversification and maintaining the long-term customer relationships.

The first reference market remains the national market where Ring Mill has always had a strong presence. The European market is stable, and the American market is growing steadily.



*As the economic balance sheet is still in the final stage, these figures may fluctuate slightly. The figures presented here have been rounded to the nearest thousand for better readability.



- Oil&Gas
- General Industries
- Tool Steel
- Power Generation
- Aerospace – Defence
- Nuclear

3.4

CUSTOMERS

The satisfaction of the customer and his needs is the first objective of our daily business. The focus on the customer is, on the other hand, one of the fundamental values of the company's Quality Policy, which underlines how every aspect of customer interaction, offers the opportunity to create more added value. Business resources work with this awareness and in this direction, trying where possible not only to meet, but also to exceed customer expectations.



Ring Mill S.p.A. supplied 115 customers worldwide in 2023, and the productive sectors with the most exports were:



Oil & Gas | Valves **42.000.000 € Turnover**



Power Generation **24.150.000 € Turnover**

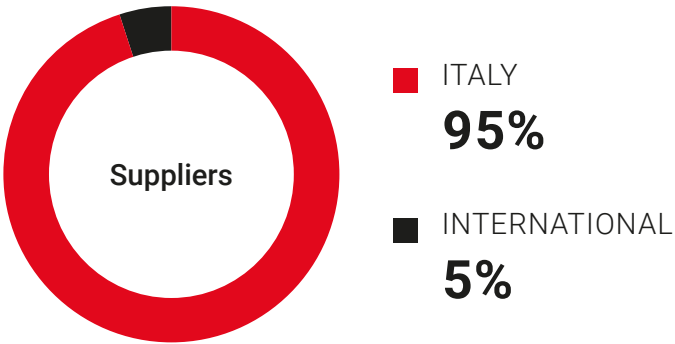


General Industries **23.000.000 € Turnover**

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 crucial.



Regarding services at the company headquarters, such as security, cleaning, technical consultancy, and software supplies, the suppliers were selected from among residents in the neighbouring 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, Lombardy and Emilia Romagna regions.

As far as suppliers of maintenance and auxiliary material and suppliers of industrial and general services, they are mostly from Lombardy or northern Italy.

As far as foreign suppliers are concerned, amounting to about 5% of the total, they all come from the European Community area. Foreign raw materials come from the Czech Republic and Germany, from the last mentioned also some equipment such as presses.

All Ring Mill S.p.A. suppliers are audited by an internal quality auditor and, if all aspects are regular and in line with company policies, the supplier can be classified and entered on the Vendor List.

The most important suppliers of Ring Mill S.p.A. are regularly audited every three years, following a specific Plan.

The relationship with suppliers is based on the principles of transparency, loyalty and punctuality on both sides: a philosophy that has paid off over the years, if we consider that almost all of Ring Mill S.p.A.'s 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.

Ring Mill S.p.A. excels through its high standards of process quality, observance to ethical principles, cost-effectiveness and responsible use of resources.

Ring Mill S.p.A is committed to :

- **Ensuring** the application and improvement of the Quality Management System in all process steps, involving and training people and requiring the same commitment from suppliers and sub-contractors. Empowerment of skills and knowledge facilitate people's commitment to achieve objectives.
- **Ensure** the proper management of the company through the proper identification, management and monitoring of risks and opportunities.
- **Continuously improve** the effectiveness of quality management by setting appropriate targets, analysing data indicators and audit results, collecting and implementing corrective actions suggested by the Auditors.
- **Pursuing** customer satisfaction as realization of all the contractual objectives agreed and the ability to meet the needs and expectations of customers and to participate proactively in solving their problems, providing high quality service and developing opportunities to create greater added value.

3.7

QUALITY CERTIFICATES

PROCESS CERTIFICATIONS

- **ISO 9001:2015 Quality Management System**
Certifying Agency : LRQA Ltd.
Last date of release: February 2023
- **Facility and Process Approval**
Certifying Agency: ABS
Last date of release: April 2022
- **Directive 2014/68/EU Annex 1 Section 4.3. AD2000 - Merkblatt WO as Material Manufacturer**
Certifying Agency TÜV SÜD Industrie Service GmbH
Last date of release: November 2021
- **Directive 2014/68/EU Att. - Chapt. 4.3, Quality Management System**
Certifying Agency: Lloyd's Register
Last date of release: February 2021
- **Steel forgings**
Certifying Agency: Lloyd's Register
Last date of release: October 2021
- **Plant evaluation Certifying Agency : AOC**
Last date of release: June 2016

PRODUCT CERTIFICATIONS

- **DNV-OS-B101 – Metallic Materials**
Certifying Agency: DNV
Last date of release : June 2022
- **Material Organization furnishing metallic material including utilization of unqualified source material, approval and control of supplies and operations affecting mechanical properties**
Certifying Agency: ASME
Last date of release : December 2022.

04

**ENVIRONMENTAL
SUSTAINABILITY**



4.1

ENVIRONMENTAL
SUSTAINABILITY POLICY

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;
- use energy resources efficiently.

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:
 - a. 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;
 - b. any existing agreements with other stakeholders;
2. 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 :

- a. 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;
 - b. 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;
 - c. 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, analysing 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 behaviours, 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.

4.2

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.



4.3

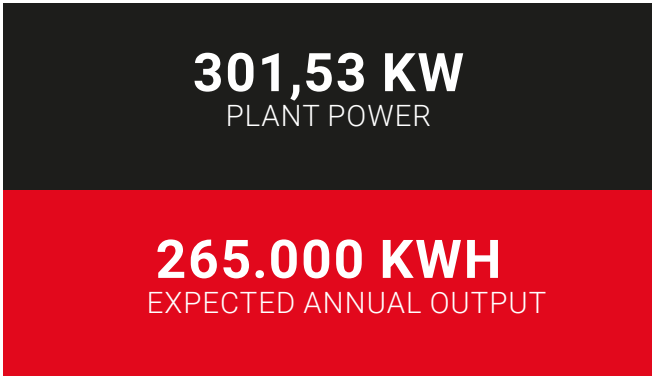
RENEWABLE ENERGY AND GREEN TRANSITION

Consumption is constantly monitored, and timely control is carried out for its limitation. Weekly reports are prepared on consumption data for efficiency and reduction. A specific certification for the energy management system in line with the ISO 50001:2018 standard is in the process of being obtained. As far as electricity is concerned, it is supplied through the grid with a contribution of self-generation through photovoltaic plants.

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.

On 31 March 2012, the new photovoltaic energy plant came into operation.

The heating and cooling systems for the office building represent about 3-5% of consumption. In 2017, a geothermal energy system with 3 heat pumps was installed to provide space heating in winter, air conditioning in summer and domestic hot water production.



4.4

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 delivered to the specialized company Remedia S.r.l.. 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

ENVIRONMENTAL CERTIFICATES

PROCESS CERTIFICATION

- ISO 14001:2015 Environmental Management system (EMS)
Certifying Agency: Accredia
Last date of release: September 2022

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 Nov.2023			
	MEN	WOMEN	TOTAL
STAFF	200	14	214
Including:			
Workers	140	0	140
Employees	60	14	74
Type of contract			
Permanent Contracts	9	0	9
Contract with Temp Agency	1	1	2
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 Health and safety management standard
Certifying Agency : TÜV Italia
Last date of release: April 2022

5.4

COLLECTIVITY AND LOCAL COMMUNITY

Ring Mill S.p.A. considers primary importance to maintain relations with the collectivity and the local community, in which its manufacturing activity takes place. For this reason, over the years and to the present day, it is supporting the following activities:

- Scholarships and training for schools
- Providing 'Alla Piccola Opera' in Dubino with a minibus for transporting the differently able
- Sponsor event 'Festival Musica sull'Acqua' in Colico
- Sponsor 'Music & Friends' event in Colico
- Sponsor of the Colico women's volleyball team
- Sponsor of Dubino Calcio and the sports club Nuova Olonio Athletics
- Sponsor of the amateur sports association GS Valgerola.
- 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

Even has always been active on all fronts that are part of the ESG criteria, Ring Mill S.p.A. recently committed to draw up a Sustainability Report.

The Report has become a fundamental element for Ring Mill S.p.A. because it wants to demonstrate its commitment to the environment, people, and the community, aware that communicating its sustainability goals and results is the right way to show transparency and responsibility to its employees, customers, and suppliers. All this while targeting to maintain and strengthen its position within markets that are increasingly demanding and transparent in terms of sustainability.

Preparing and publishing our first Sustainability Report allowed us to achieve results such as :

- Improve the image of Ring Mill S.p.A., because it allows us to communicate clearly the objectives, actions performed and results obtained, demonstrating a responsible, concrete and credible approach.
- Demonstrate the company's commitment and consistency in targeting and strengthening its position within its market with the necessary economic sustainability, customer loyalty and, of course, a focus on the environment and the community.
- Improve performance, thanks to the tracking indicators that allow progress towards sustainability goals to be evaluated over time.

BRONZE MEDAL ECOVADIS – JANUARY 2024

EcoVadis, one of the most important international sustainability rating platforms. Based on a questionnaire covering the year 2023 and the macro-areas of Environment, Labour Practices and Human Rights, Ethics and Sustainable Approvals, Ring Mill S.p.A. was ranked among the top 35% of companies with the best scores over the past 12 months and was awarded the Bronze Medal



6.2 TARGETS

This document is only our first step into the world of Sustainability Reporting. The aim is to achieve a Sustainability Balance Sheet soon, which will reflect and witness the commitment of Ring Mill.

Our objectives for the period 2024 include:

- To obtain the ISO 50001 Certificate.
- Increased energy efficiency with the upgrading of the existing photovoltaic system and the installation of a new photovoltaic installation.
- The installation of electric car recharging stations for company and visitor use.
- The choice of hybrid or electric company cars, with the aim of reducing carbon dioxide emissions.
- The drafting of new internal company policies and behaviour codes.
- The strengthening of sensitive data protection technologies.

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