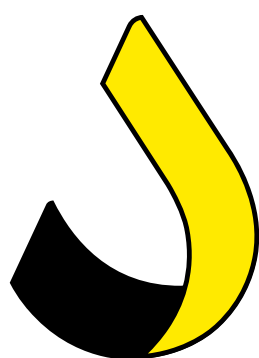


THE SUSTAINABILITY
OF



ALBA²M²PM

ALBA

INNOVATIVE HYDRAULIC SOLUTIONS



AND HER
SUSTAINABILITY

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"THE SEA IS MADE UP OF DROPS OF WATER"

SILVESTRO NIBOLI



"TRUST YOUR INSTINCT"

PIERLUIGI E MARIO MARI

Dear reader,

In 2018, Alba entered into a partnership with Silmar Group, and considerable work has been done in recent years to align the two companies from various perspectives, even in terms of sustainability.

This document represents a starting point for the company with respect to the establishment of a structured and ongoing process for reporting on its business activities.

We're aware that sustainability isn't easy, because it implies cultural change, and altering our habits.

The purpose of this document is to describe what has been done up until now, and to point the direction in which we intend to proceed, because sustainable development can only be achieved if we all work together and move in this direction.

Have a good reading!

The chairman of the board of directors,
Pier Andreino Niboli



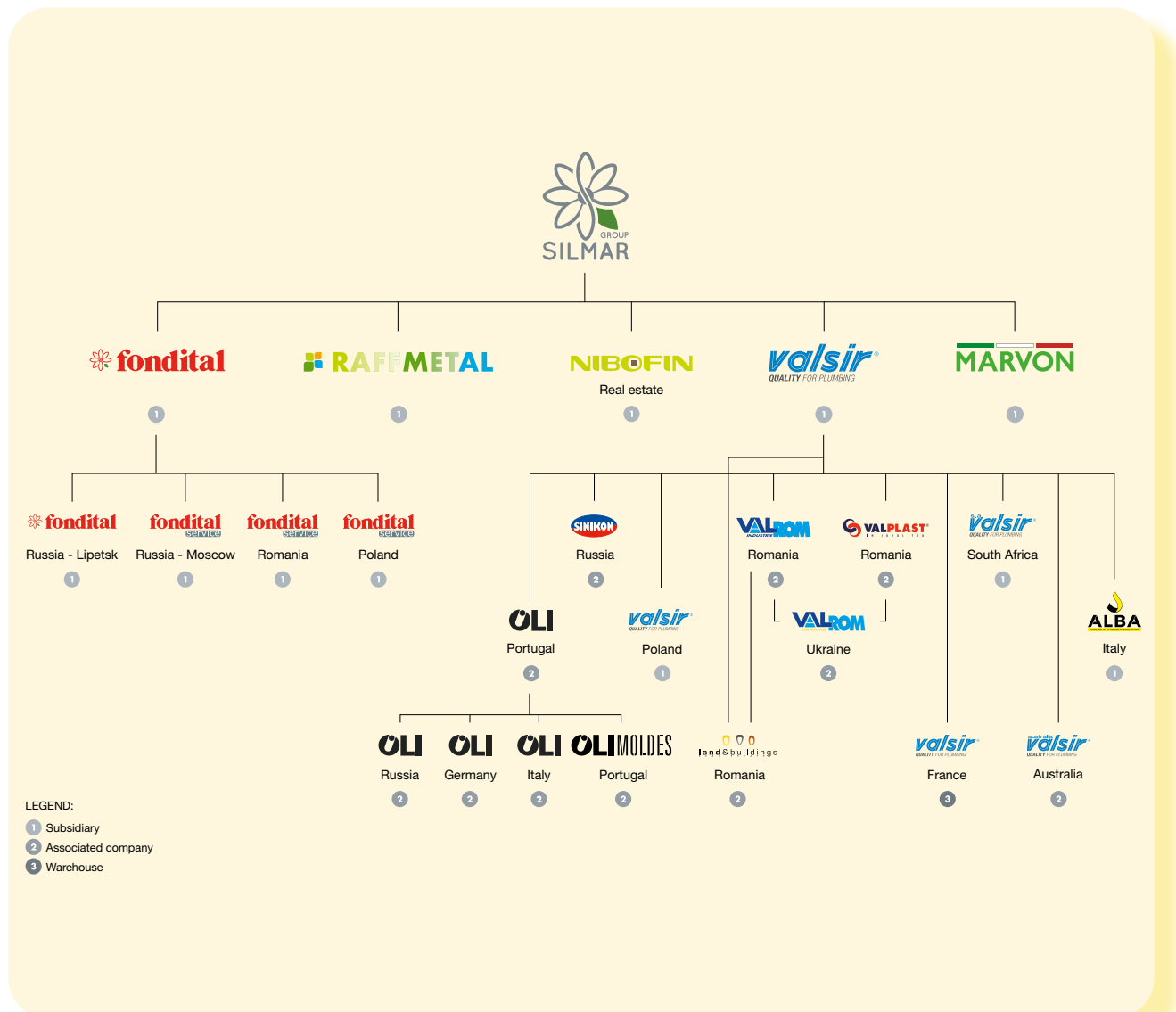
Managing Director,
Antonio Mari



1. SILMAR GROUP, ALBA AND SUSTAINABILITY

ABOUT US - SILMAR GROUP

Silmar Group was established in 1963 based on an ambitious business project by Silvestro Niboli. Today, it has grown into a group of companies with an integrated production chain and a heart and soul based 100% in Italy.





2020

TURNOVER
877,446,000 €

INVESTMENTS
57,843,000 €

EMPLOYEES
3,334

2021

TURNOVER
1,217,250,000 €

INVESTMENTS
62,973,000 €

EMPLOYEES
3,548

ABOUT US - OUR CORPORATE REALITY

Boasting a 50 year presence on the market, Alba S.r.l. has always been synonymous with quality, efficiency, innovation, and sustainability. Initially founded in 1971 for third-party moulding and mould production, the company began to delve into the sanitary ware sector, and soon became a major manufacturer of drains and drain traps for kitchen sinks.



The expansion of the company, with the inauguration of the plastic injection moulding department. Alba enters the market of traps and accessories for kitchen sinks.

Expansion of the factories, and construction of warehouses in Gardone Val Trompia.

1969

1970-1971

1977

1982-1990

The founding of the Alba company, by the brothers Mario and Pierluigi Mari in Sarezzo, dedicated to the design and manufacture of moulds for plastics.

Transfer of the headquarters to Brozzo V.T., and implementation of machine tools and hydraulic presses.





Transfer of the production processes to the facility in Rodengo Saiano (10,000 m²) to optimise logistics.

Construction of a new warehouse (1,500 m²).

1987

Antonio Mari develops the commercial structure for the sale of sanitary ware products, namely accessories for sinks.

1999

2002

Inauguration of the new shearing, coining, and drawing department.

2007





Installation of the first 199 kWp solar power system.

12

2010

2012



Renovation of the facility and expansion of the packaging department (2,000 m²), built to meet the highest standards in terms of energy savings.

19

2018

2019

Expansion of the packaging department with the introduction of the latest generation packaging machines.

10

18

Partnership with Silmar Group: an integrated group of companies that covers the entire production chain, with a heart and soul that's 100% Made in Italy.





20

Expansion of the 120 kWp solar power system, and activation of a 332 kWt water/water heat pump.

2020

22

Purchase of a new 15,000 m² lot for future developments.

2022

21

The first electric press and several inverters are installed on the hydraulic presses in the moulding department.



21

Renovation of the offices to obtain the class A3 energy rating, and installation of a 199 kWt trigeneration plant.



Today, Alba consists of a plastic moulding department, a steel pressing department, a packaging department, an in-house mechanical workshop, a quality department, and an in-house technical department.

Even the Alba production chain maintains 100% of its know-how within Italy.



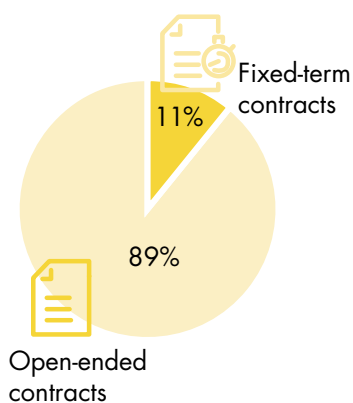
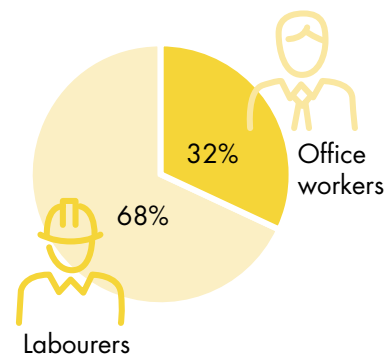
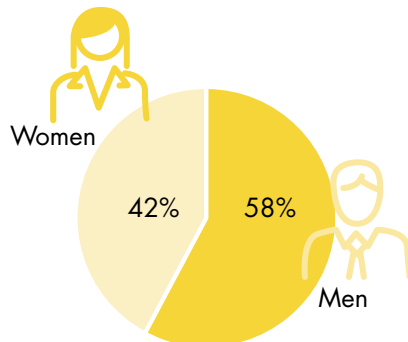
Rodengo Saiano

Alba

- **Location:** Rodengo Saiano (Brescia)
- **Surface area:** 18,696 m², of which 13,363 m² indoors
- **No. of employees:** 65
- **Production:** drains and drain traps for kitchen sinks.

Alba's 2021 workforce

65
employees



HOURS	full-time	62
	part-time	3
TEMPORARY WORKERS	men	1
	women	6

Alba's 2019 figures

17,563,324 €
turnover

3,766,472 €
investments

65
employees

Alba's 2020 figures

17,963,361 €
turnover

2,237,017 €
investments

66
employees

Alba's 2021 figures

Total surface area of
18,696 m²
of which 13,363 m² indoors

23,582,914 €
turnover

2
product lines

4
patents filed

65
employees

1,290,403 €
investments

2,300
items

2
type approvals

Management system and certifications



ISO 9001:2015

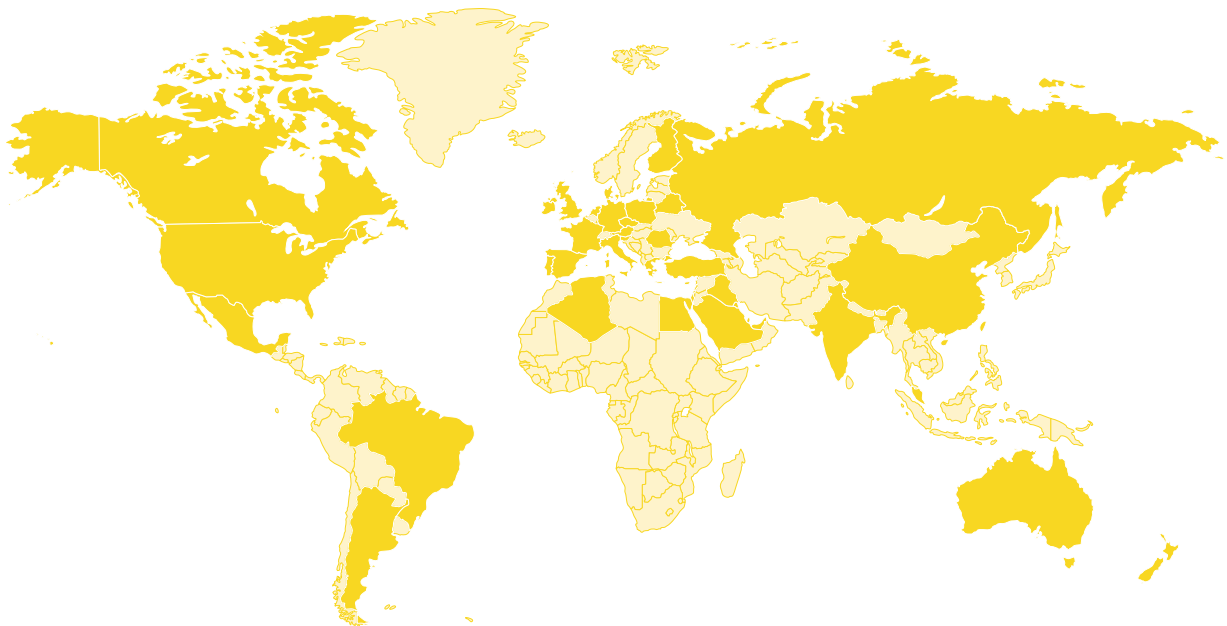
Quality management system
(in place since 2004)



ISO 45001:2018

Occupational health
and safety management system
(in place since 2021)

Markets served by Alba



● Alba's presence in the markets

2. ENERGY TRANSITION

ENERGY EFFICIENCY

Numerous interventions were carried out on the production plants and within the work areas to reduce waste, improve efficiency, and maximise self-produced energy.

Identification and repair of compressed air leaks

Insulation of the building shells and insulation of the thermal energy distribution lines

Replacement of traditional light bulbs with LED bulbs

Replacement of hydraulic presses with more efficient electric units

Installation of a heat pump

Creation of an IoT Energy Management system, which allows the company's main energy uses to be monitored, in order to identify new opportunities for improvement

Installation of solar power systems for the production of energy from renewable sources

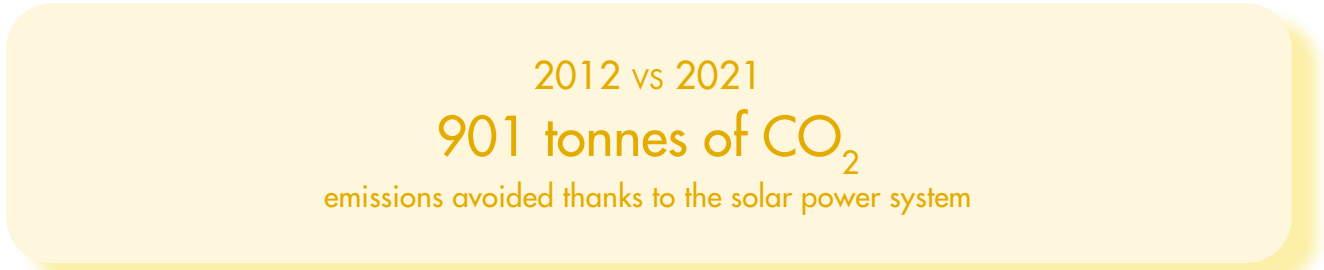
Installation of a trigeneration plant for the simultaneous generation of cooling, heating, and electrical power

Installation of a 22+22 kW electric car charging station

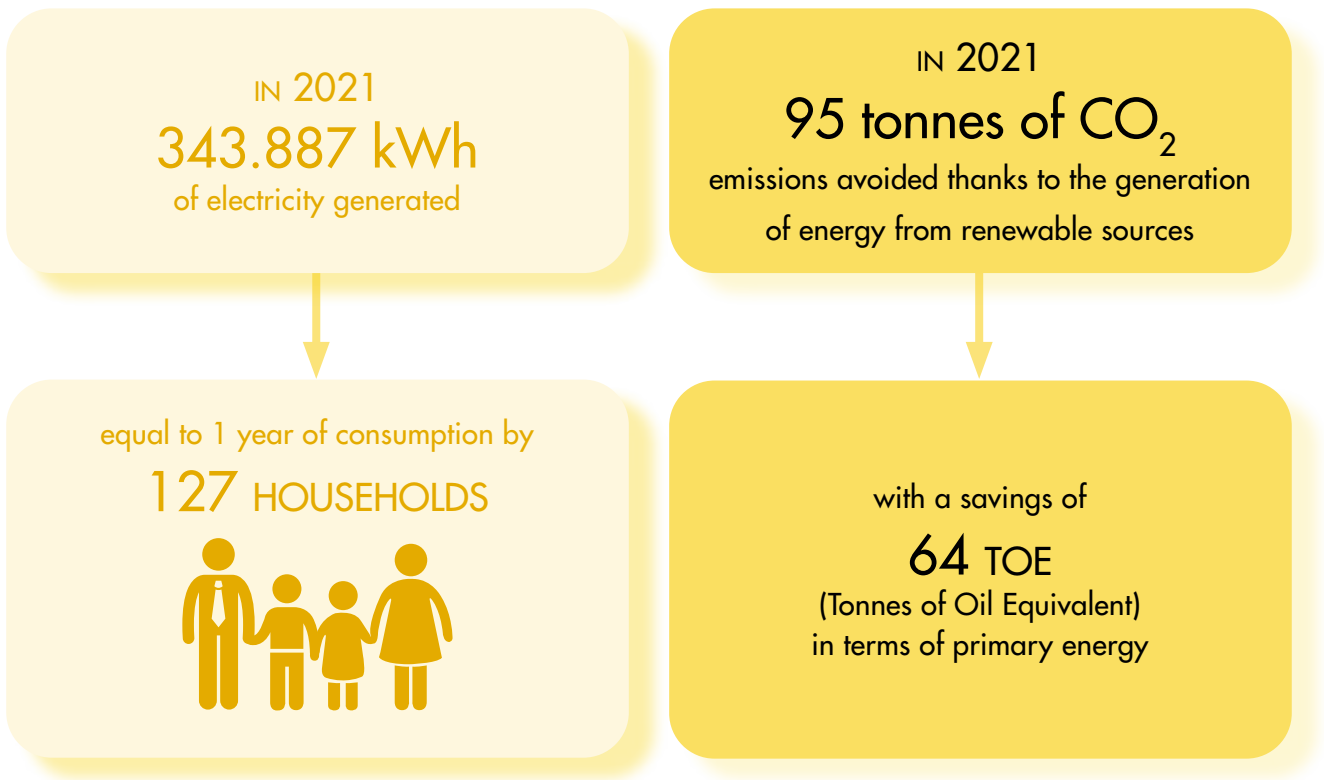
ENERGY

Photovoltaic

In 2012, the company installed its first 199 kWp photovoltaic power system on part of the roof of the plant, which allows about 10% of the company's electricity needs to be generated from renewable sources.



In August of 2020, a second photovoltaic power system with a power rating of 120 kWp was installed, which, combined with the first system, increased the company's in-house production and consumption of renewable energy to 17% of its total requirements, thus contributing to the achievement of the European Union's 2030 carbon reduction targets.





199 kW_P + 120 kW_P
= **319 kW_P**
of solar panels installed
on the roof of the plant

Rodengo Saiano plant

Trigeneration Plant

A 199 kWe trigeneration plant was installed and commissioned at the beginning of 2021.

199 kWe
the trigeneration plant's electrical power rating

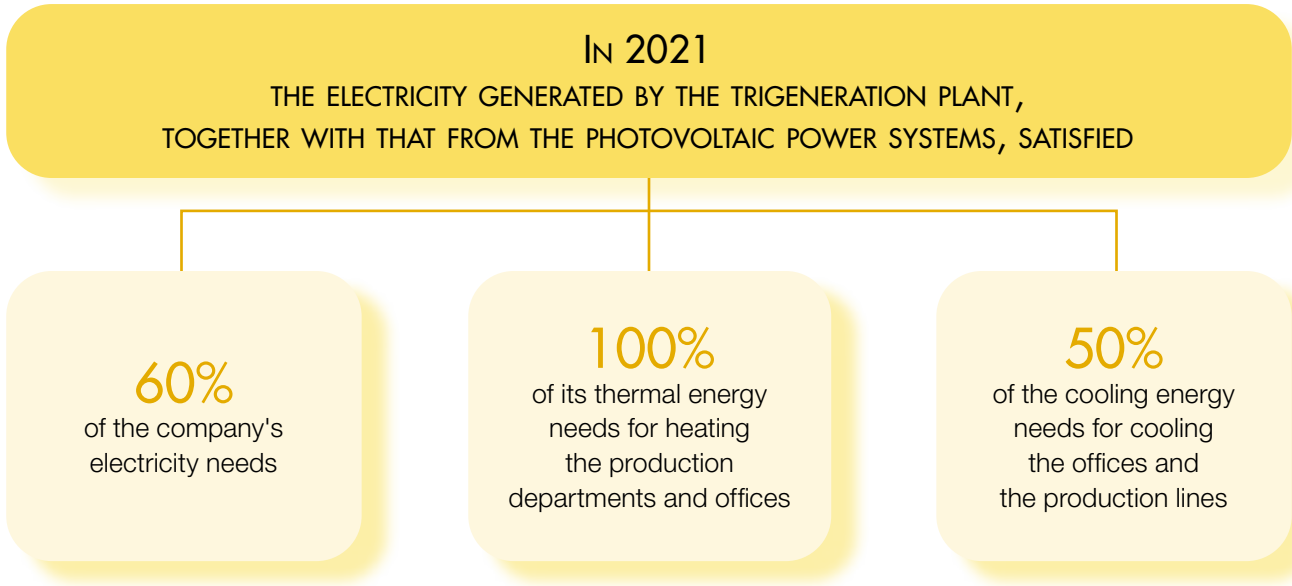
The unit is capable of simultaneously generating:

- Electricity to meet the plant's needs.
- Thermal energy in the form of hot water for heating production departments and offices.
- Cooling energy for cooling the moulding department, the production departments, and the offices.



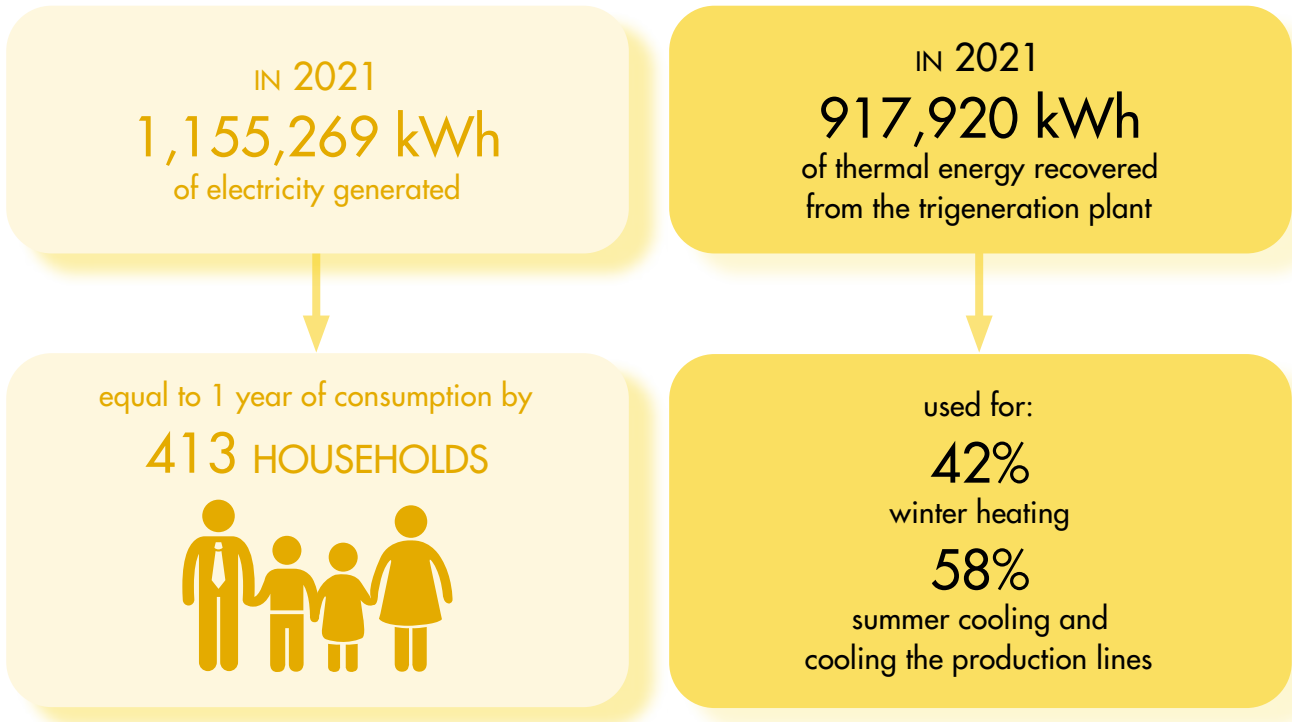
Trigeneration plant

This plant's high efficiency production provides for a reduction in energy costs and an annual reduction in atmospheric emissions of up to **150 tonnes of CO₂**



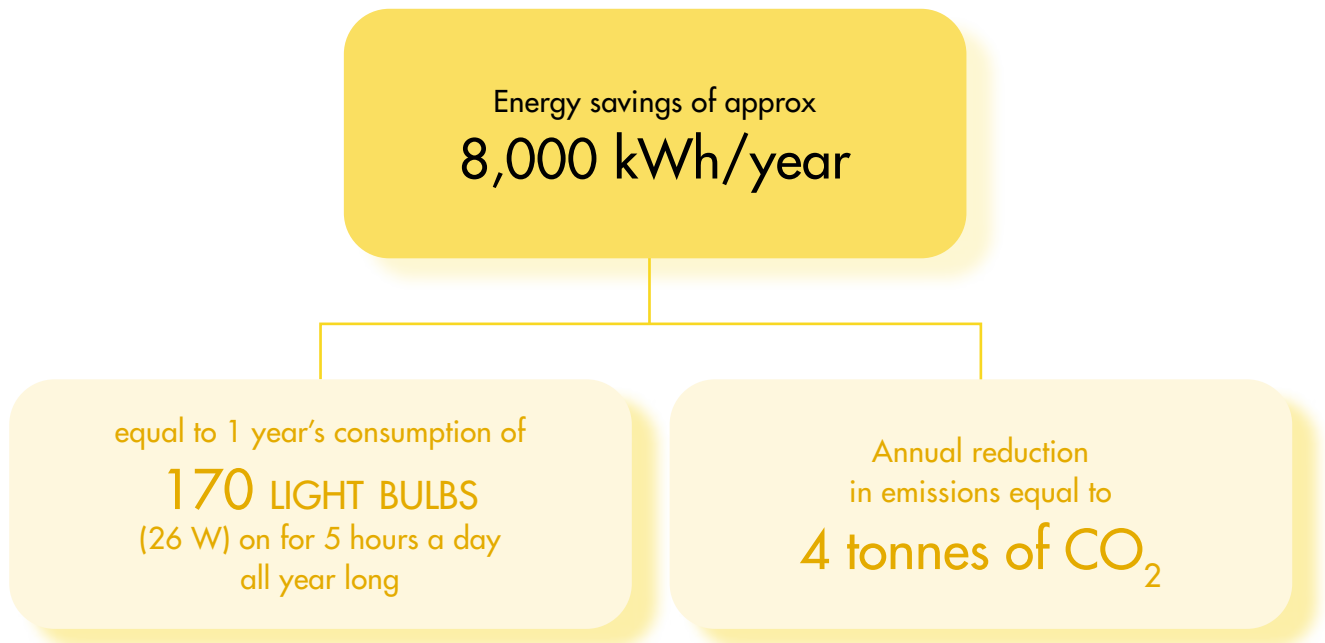
In fact, 2021 was an extremely significant year for Alba, as the company radically changed the ways in which it heated and cooled its environments.

During the winter, these environments are heated by the heat recovered from the trigeneration plant. A heat pump, on the other hand, uses the heat disposed by the press department to heat a part of the new warehouse via a radiant floor heating system. During the hottest weeks of the summer, on the other hand, the offices and some of the production departments are cooled using the cooling energy recovered from the trigeneration plant and produced by an absorption system.



Lighting

The design of the roof, with a shed that facilitates the passage of natural light, the use of low energy consumption lighting fixtures, and the reduction of energy waste through the installation of dimmable devices that allow the artificial light to be adjusted based on the amount of natural light available, have resulted in considerable energy savings.

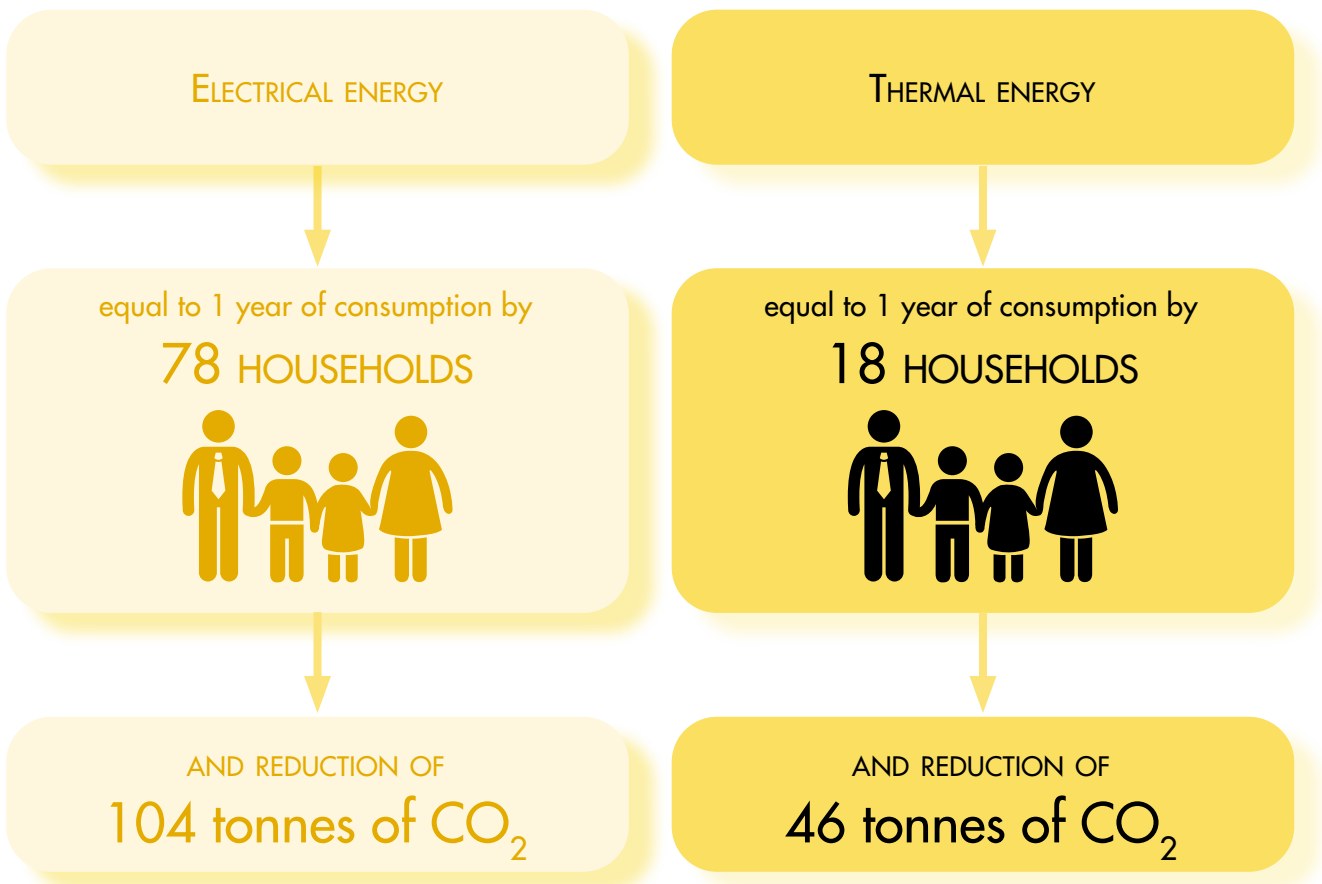


Other improvement measures

Being highly attentive to the continuous improvement of its energy performance, the company has carried out a series of interventions over the years, the most significant of which are summarised below:

- Installation of 2 high efficiency electric presses instead of hydraulic presses.
- Installation of inverters on several presses.
- Identification and repair of compressed air leaks carried out systematically at least 2 times a year by trained and qualified in-house staff using ultrasound techniques.
- Renovation of the roofing of the packaging department and warehouse using panels with excellent insulation properties.
- Installation of a low-temperature underfloor heat pump heating system in part of the warehouse.
- Installation of a heat pump that allows the heat generated by the presses in the pressing department to be transferred into the underfloor heating circuit installed in the packaging department during the wintertime (rather than being dissipated into the atmosphere).
- Insulation of the office building according to the highest construction and energy efficiency standards.
- Insulation of all of the plant's thermal energy distribution lines.
- Installation of a 22+22 kW charging station for electric vehicles, rendered available free of charge for 2 years to all employees with 100% electric cars, for recharging prior to and after their commutes.

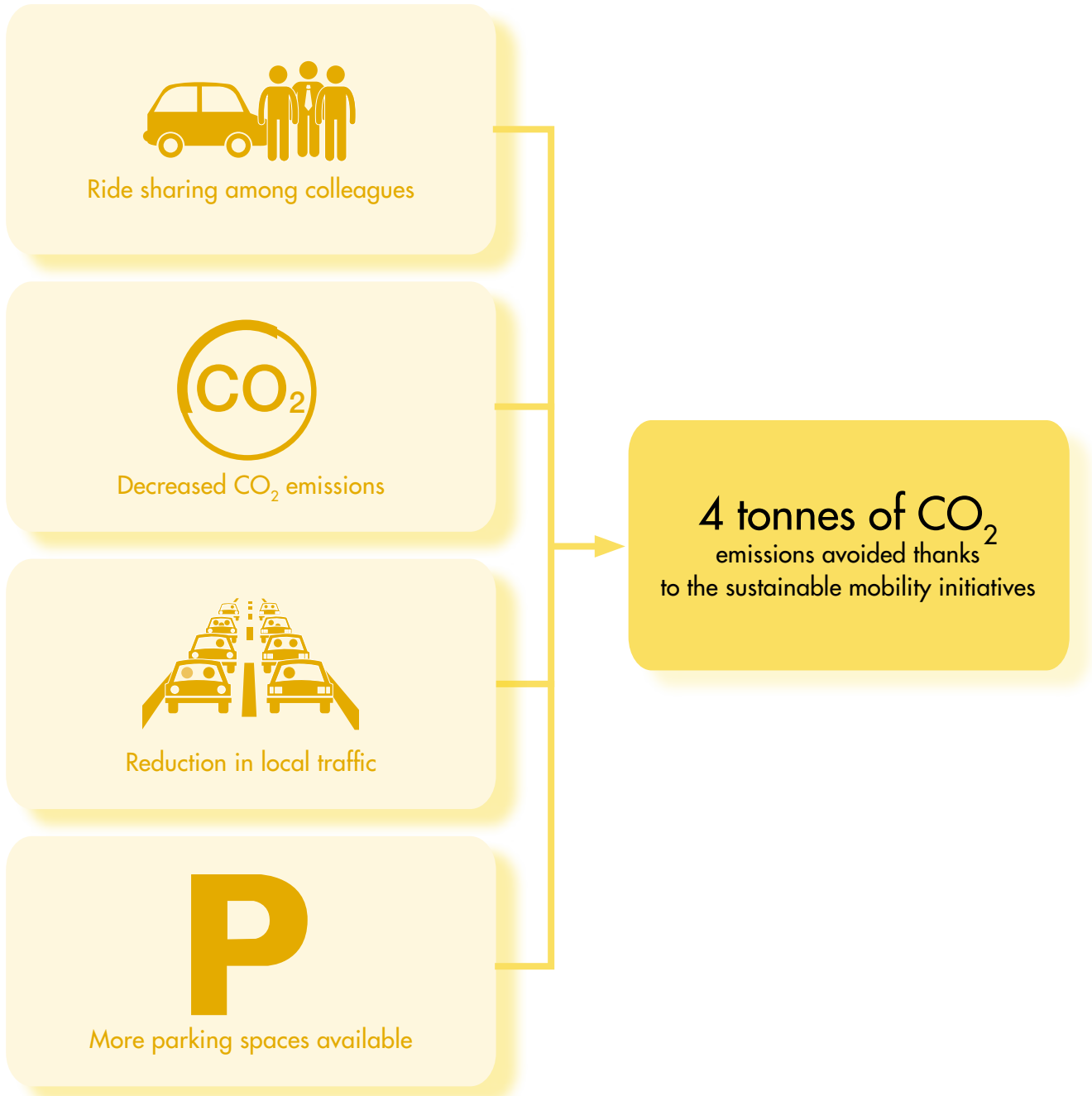
In 2021, all these energy efficiency improvement measures made possible obtaining the following savings:



Sustainable mobility

As an evolution of the “**Sustainable Mobility Week**” initiative, which began in 2018 and engaged 170 employees over 2 years’ time, a service was launched within the company to manage carpooling among Alba, Valsir, OLI and Marvon employees.

The company also established an incentive plan aimed at increasing participation in the service, with the following goals:

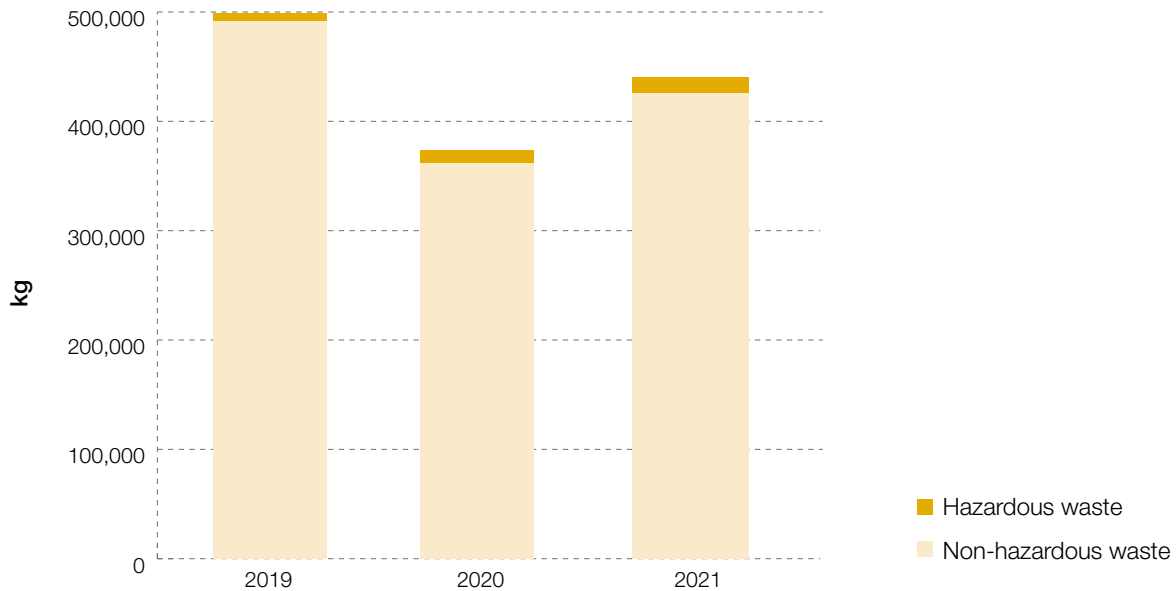


The system was unfortunately suspended in March of 2020 due to the pandemic, but during the short time for which it remained active many employees participated, resulting in multiple positive effects. From an environmental standpoint, **4 tonnes of atmospheric CO₂ emissions** were avoided. From a logistical standpoint, on the other hand, the number of cars on the road has been reduced. Not to mention, of course, the economic and social benefits for all the participants.

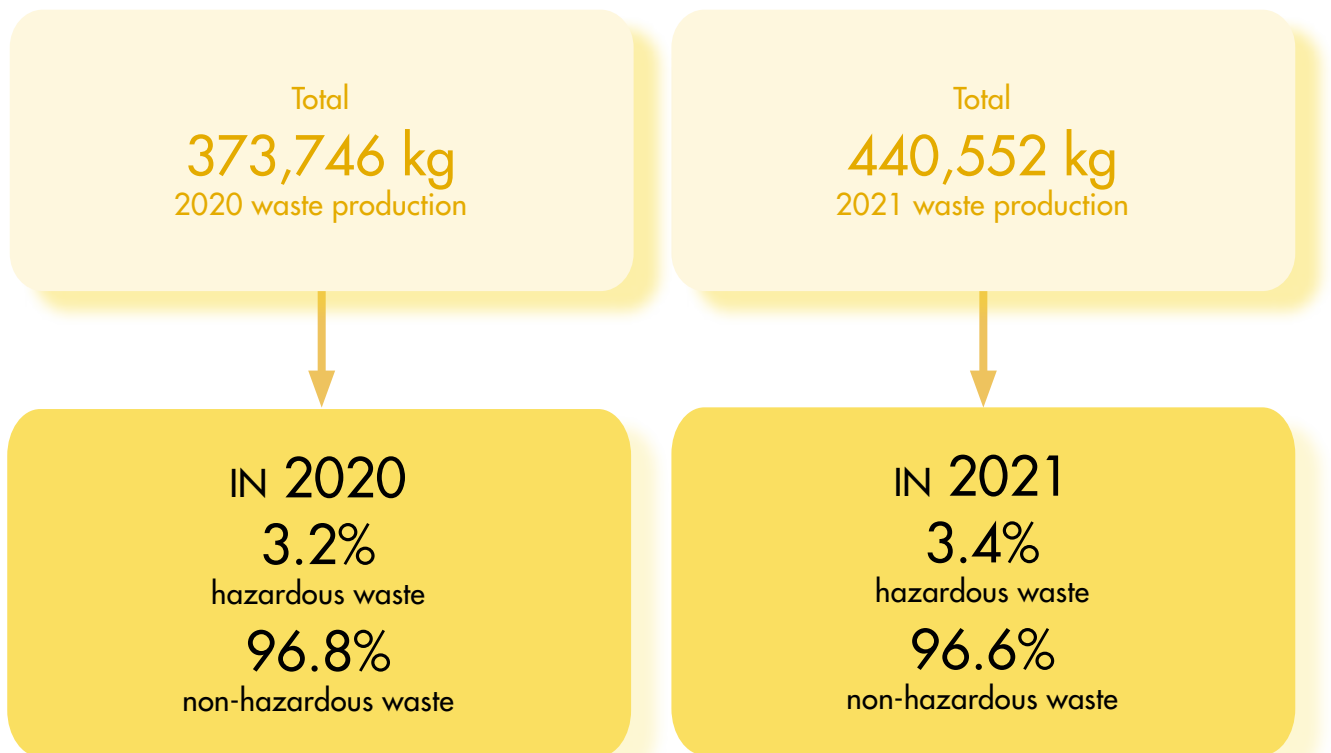
In order to render the sustainable mobility activities more organic and structured, a **Mobility Manager** figure was appointed, who is jointly responsible for Alba, Valsir, OLI and Marvon.

3. PROTECTION OF THE LOCAL ENVIRONMENT

At Alba there is a great deal of awareness of sorted waste collection at every level, both in the offices and in the production departments. The following graph shows the total waste for the years 2019, 2020 and 2021, broken down by hazardous and non-hazardous waste.



Here below are the aggregated data.

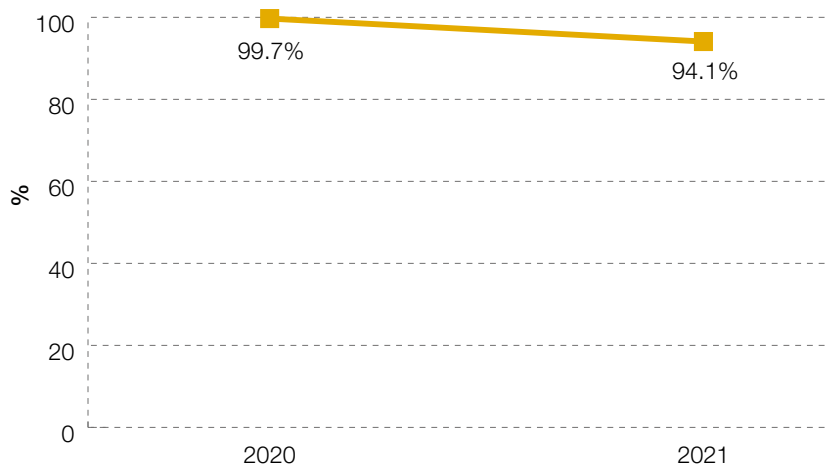


In 2021, the percentage of waste disposed of under code D15 increased due to extraordinary maintenance carried out on the water cooling system.

IN 2020
0.3%
waste disposed

IN 2021
5.9%
waste disposed

Percentage of waste recovered (R3-R13)



A considerable portion of Alba's waste is managed through the public waste collection services provided for the sorting waste facility of Rodengo Saiano.

Most of the packaging materials are brought to the municipality of Rodengo Saiano via the public collection service, without the possibility of weighing it, and it is therefore not possible to precisely quantify the amount of waste managed for recovery purposes.

IN 2020
4,350 kg
collected by the ecological island

IN 2021
1,630 kg
collected by the ecological island

4. MANAGEMENT OF PROCESS SAFETY

PREVENTION AND SAFETY

Alba has undertaken the daily commitment to develop and promote a robust safety culture, by conducting thorough risk assessments and analyses and targeted studies of all injuries and near misses, and by maintaining a safety management system that allows for the involvement of all the workers.

In order to achieve and maintain this objective, a great deal of attention is dedicated to training all the employees, to monitoring injuries, and to the “near misses” project.

2020

122

TOTAL HOURS OF TRAINING

2021

630

TOTAL HOURS OF TRAINING

The project is aimed at ensuring that every operator knows how to recognise and report any near misses at the workplace that could have led to actual injuries.

The analysis and management of near misses allowed for the following results to be achieved:

- Reduction of workplace injuries.
- Improvement of the company procedures.
- Promotion of all the workers' involvement in prevention and surveillance activities at the workplace.

4 IN 2020 - 15 IN 2021
near-misses reported through evaluation sheets,
reporting by department heads, forms

The following table shows the number of injuries and the frequency index during the two-year period.

ACCIDENT FREQUENCY RATE

	2020	2021
Number of accidents	2	5
Frequency rate	18.69	43.38

5. WORKPLACE WELLNESS

CORPORATE WELFARE

Alba's objective is to meet the needs of its employees and to ensure their well-being at the company. For this reason, it has begun structuring a corporate welfare package consisting of the following:

Scholarships for the employees' children

Through a transparent selection process, where the criteria are indicated in specific guidelines, scholarships are granted to the children of employees who attend school with merit and honours.



2020	2021
-	7 students

Economic value

2020	2021
-	7,500 €



Scholarship awards

The scholarship award ceremony has also served as an occasion to recognise the employees who have been working for the company for the past 20 or 30 years.



Recognition of Alba, Valsir, Oli and Marvon employees who have dedicated 20/30 years of service

Tax assistance

The company provides a free social security and tax consultancy service.



2020	2021
9 employees	9 employees

Economic value	
2020	2021
359 €	376 €

Canteen service

The dining services at the company are available free of charge to all Alba employees.



2020	2021
11,922 meals provided	13,774 meals provided

Economic value	
2020	2021
50,668 €	58,539 €

Shopping vouchers

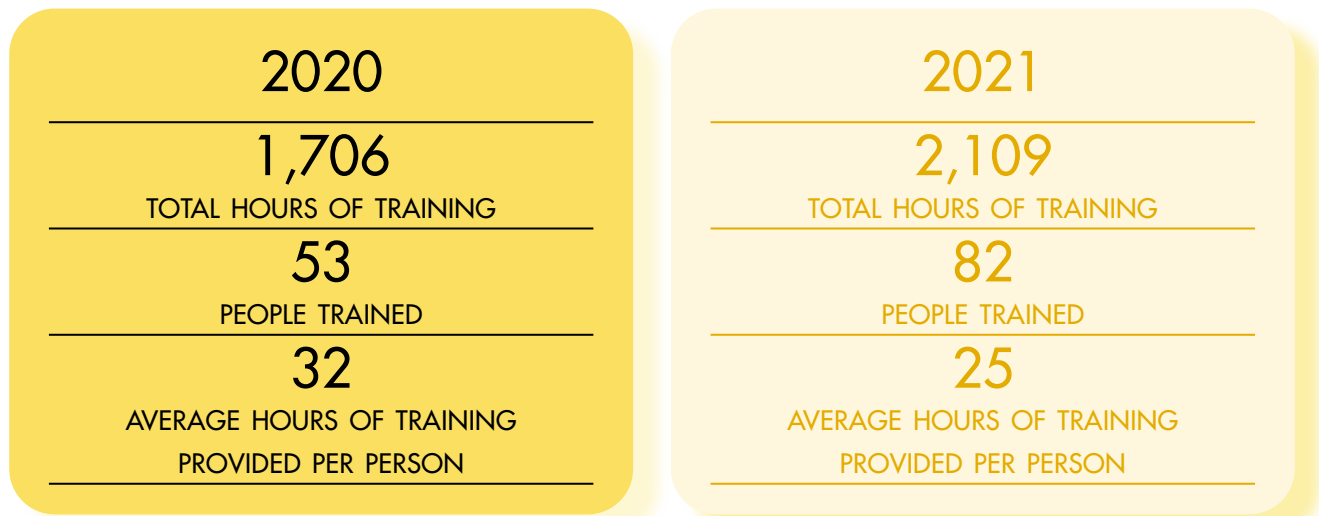
Shopping vouchers were distributed in 2021.



2020	2021
-	57 vouchers issued

Economic value	
2020	2021
-	22,290 €

TRAINING



The proposals covered a wide range of skills to support the employees' professional growth, including foreign language, IT, and communication courses. The hours of training provided during 2020 and 2021 are shown below.



6. PEOPLE AND DEVELOPMENT

PROMOTION OF EMPLOYEE ENGAGEMENT

The dissemination of a culture of sustainability among our employees is essential, and Alba has promoted various initiatives to achieve this goal.

These include:

Department meetings

The department meetings are an opportunity to meet and engage in dialogue with the staff. They are held on a monthly basis, and are attended by all the employees.

Sustainability snippets

These consist of panels, displayed on a monthly basis in the refreshment areas, where employees can find information regarding sustainability, ideas for improvement, products, and new developments concerning both Alba and the other group companies.



Opportunity box

This project is aimed at encouraging the employees to adopt an attitude of continuous improvement. It offers the employees the opportunity to indicate measures for improving the company processes or other specific aspects.

14 IN 2020 - **23** IN 2021
ideas collected through the ideas
for improvement box initiative



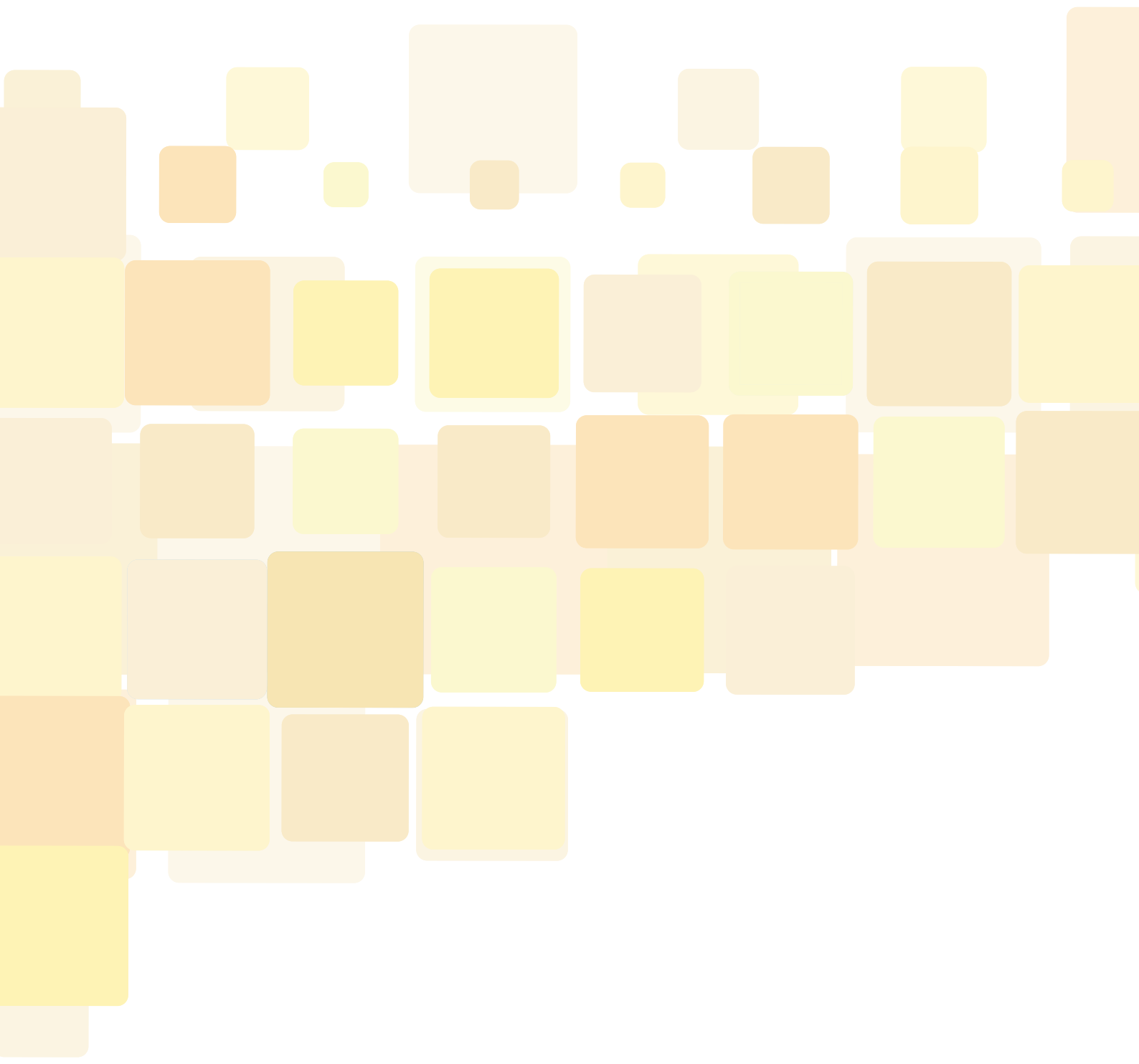
7. GLOSSARY

Term	Definition
Atmospheric emissions	Emission of air contaminants. These can be classified as either primary, released into the environment unaltered, or secondary, subsequently formed in the atmosphere as a result of chemical-physical reactions.
CO₂	A unit of measurement used to measure the warming potential of greenhouse gases, or their GWP (Global Warming Potential). CO ₂ is the reference gas against which all the other gases are measured, and therefore the GWP of CO ₂ is 1.
CSR	Acronym for Corporate Social Responsibility. In economic and financial jargon, it is the field that concerns the implications of an ethical (environmental, social and economic) nature within the strategic vision of a business: it is a manifestation of the company's desire to effectively manage its social and ethical impact, both internally and in relation to all of its stakeholders.
Energy efficiency	Reduced energy consumption and waste prevention.
Household	Regarding energy consumption, we consider a family composed on average of 4 persons.
Inverter	An electronic device capable of converting a flow of direct current into alternating current.
Near miss	A "near miss" or "near accident" can be understood as any work-related event that would have caused injury, illness (disease), or even death, but did not do so by mere chance. It is an event, therefore, that has the potential to cause an injury.
TOE	An acronym for Tonne of Oil Equivalent. A unit for measuring energy.
Trigeneration	The combined production of electricity, thermal energy, and cooling energy using a natural gas-powered engine connected to an electric generator. Through the inclusion of an absorption refrigeration unit, it is possible to generate cooling energy, thus exploiting part or all of the thermal energy generated by the engine.
Waste disposed of D15	The waste treatment/disposal activities are currently based on the list of D operations contained in Annex B in Part IV of Italian Legislative Decree 152/06: D15: initial storage prior to one of the operations indicated under points D1 through D14 (excluding temporary storage in the place where it is produced, prior to collection).
Waste recovered R3-R13	The waste recovery activities are currently based on the list of R operations contained in Annex C in Part IV of Italian Legislative Decree 152/06: R3: recycling/recovery of organic substances not used as solvents (including composting operations and other biological transformations). R13: storage of waste materials to be subjected to one of the operations indicated under points R1 through R12 (excluding temporary storage in the place where it is produced, prior to collection).

Questo bilancio è stato stampato su carta di pura cellulosa ecologica E.C.F. (Elemental Chlorine Free), certificata FSC®: Arena Natural Smooth.



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