



SUSTAINABILITY REPORT

2022



Sustainability Report 2022

Econet srl

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Methodological note

GRI 2-1 | GRI 2-2 | GRI 2-3

ABOUT THE REPORT

This document is the first Sustainability Report of Econet S.r.l. (hereinafter also referred to as 'the company'). The information contained in this document has been collected and reworked to ensure an understanding of the company's activities, performance, results and impact. The reporting boundary used in this document includes information relating to the activities carried out by Econet S.r.l.

The Sustainability Report has been prepared on a voluntary basis and does not represent a Consolidated Non-Financial Statement (DNF); in fact, the company does not fall under the scope of Legislative Decree No. 254 of 30 December 2016, which, in implementation of Directive 2014/95/EU, provides for the obligation to prepare a DNF for public interest entities exceeding certain quantitative thresholds.

FRAMEWORK DISCLOSURES

The Sustainability Report was prepared by selecting the indicators contained in the *GRI Sustainability Reporting Standards* published by the Global Reporting Initiative (GRI), according to the "Referenced" reporting option. The set of GRI Standards indicators used for reporting is indicated in the GRI Content Index of this document.

The general principles applied in drafting the Sustainability Report are those established by the GRI Standards, namely: *relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, clarity*.

The performance indicators selected are those envisaged by the reporting standards adopted, representative of the specific areas of sustainability analysed and consistent with the

activity carried out by Econet and the impacts it produces. These indicators were selected on the basis of a materiality analysis of the material issues for the company and the reference sector, as described in the section "Materiality analysis". This analysis, as part of the sustainability path, saw the involvement of Top Management in an activity to assess the issues and consequent attribution of a value in consideration of two different aspects: importance and priority of intervention for the company.

The analysis will be further developed and deepened in subsequent periods, through the conduct of one or more stakeholder listening activities and reporting on Econet's contribution to the achievement of the defined objectives.

The Sustainability Report is prepared on an annual basis. In order to enable the comparison of data over time and the assessment of the company's business performance, qualitative

and quantitative data for the two-year period 2021 and 2022 are presented for comparative purposes.

The Sustainability Report is published on the company's official website: www.econetsrl.net

For further information on the data in this document, please contact the following e-mail address: econet@impiantoeconet.net

Letter to Stakeholders

Dear readers,

I would like to take a moment to thank you, our valued stakeholders, to express our gratitude and to share some important information about our company's journey.

We are pleased to share with you our first Sustainability Report, a detailed account of our corporate social responsibility efforts and sustainability achievements. This document reflects our ongoing commitment to create a positive impact on the world and to actively involve all stakeholders in our journey.

Your trust and constant support have been crucial to the company's success in these years of change and uncertainty.

Our commitment to sustainability is reflected in the following key aspects:

We continued our efforts to reduce our environmental impact through numerous initiatives, including energy efficiency and waste recycling activities. In addition, we have set ambitious targets for further improvements in the coming year.

We are proud of our support to the communities in which we operate. In 2022, we implemented new sustain-

nability projects in order to encourage the sustainable development of the local area and communities, such as building facilities, training, adapting to climate change, saving water and energy resources and, finally, promoting social inclusion for the most vulnerable.

We continue to maintain high ethical standards and transparent corporate governance.

We have carefully listened to your feedback and concerns and we embraced them into our decision-making processes. Your input is essential to guide us towards a more sustainable future. To translate this commitment into a concrete result, Econet has articulated a dynamic materiality analysis process, involving its stakeholders in order to share and assess material issues for strategic development and performance reporting.

It is with pride that we share some of our recent achievements:

During the year, the services quality improved, as evidenced by the overall customer satisfaction index of 90%. Thanks to digitalisation activities, which allow for greater monitoring and timely intervention, negative feedback was reduced; fur-



thermore, the installation of electricity and water meters continued, in order to reduce our environmental impact.

We recorded an increase in turnover over the past year of +28%. We made investment in facilities, both in terms of equipment and services, increasing the quantities of incoming waste with increasingly advanced technologies.

We are working hard to further improve our processes in order to offer you high-quality services.

Econet business model is geared towards transforming environmental, social, economic and governance input resources through our activities, in order to create value for the company and its various stakeholders in the short, medium and long term.

Thanks to the synergies between the different business areas, also in terms of innovation, we ensure the highest commitment to reduce our

environmental impact, to demonstrate social sensitivity, to meet customers and community's needs, and to ensure high safety standards for employees and suppliers.

In the Sustainability Report below, you will find specific details on our progress, including facts, figures and success stories. We are proud of our achievements to date, but we also recognise that there is still a long way to go. We are committed to maintaining an open dialogue and to continuing to improve our sustainability activities.

Thank you for your trust and for being an integral part of our commitment to sustainability.

Best regards.

Ing. Francesco Marchio
Chief Executive Officer

Highlights



2001
Foundation
year



CERTIFICATIONS
UNI ISO 9001:2015
UNI ISO 14001:2015
UNI ISO 45001:2018



€ 42.128.201 mln
Economic value
generated



44
Employees
in 31.12.2022



+10%
Employees
vs 2021



18%
of employees **under 30**
years of age



2.746.990 kWh
energy produced by
photovoltaic system 2022
(+27% vs 2021)



138 tCO2eq
avoided saved by the
photovoltaic system



342.652 tonn.
waste managed
in 2022



+6%
waste managed
vs 2022



+39%
hazardous waste
managed vs 2021



58.437 tonn.
waste intermediated
in 2022

Waste management in Italy:

a contemporary challenge

European waste legislation is constantly evolving, and the past year has seen numerous updates to and revisions of important waste legislation. Especially packaging, textile waste, batteries or plastic waste have been in the spotlight in recent years.

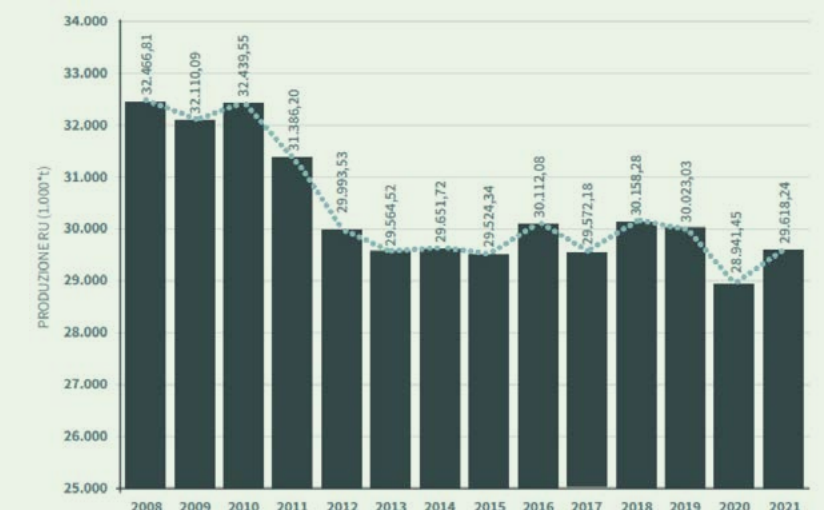
At the same time, Italy is also working to better address their management, balancing on the one hand the increase in total production and, on the other, the

need to protect the environment and public health. However, our country still faces some major challenges. Suffice it to say that, according to the “Green Book” 2023 by the “Utilitatis Foundation”, **the production of urban waste has increased** in recent years and there is still a lack of homogeneity in separate collection rates in the various Italian regions, in addition to the abandonment of illegal waste.

TRENDS IN URBAN WASTE PRODUCTION (2008-2021):

Trends in urban waste production
(2008-2021):

By ISPRA

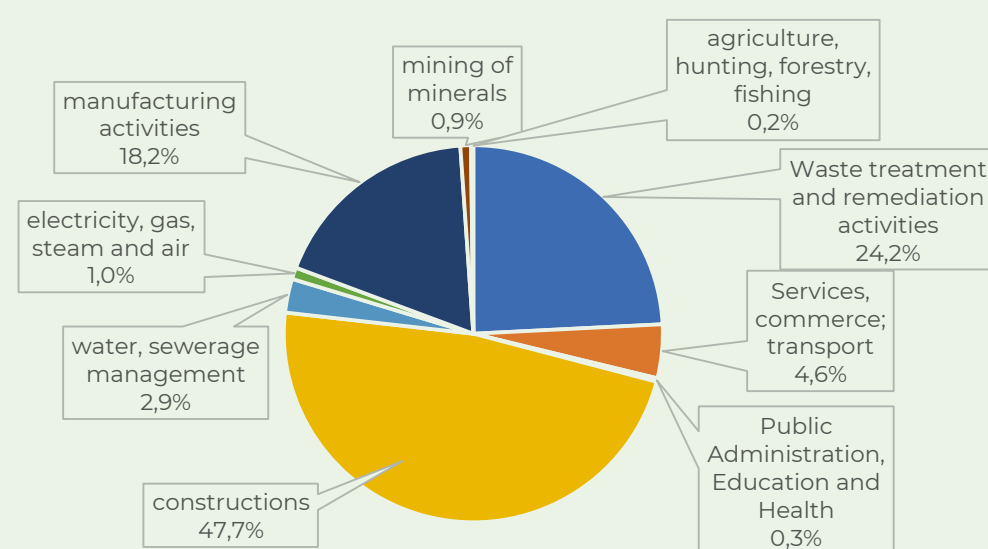


In parallel, according to ISPRA's "Rapporto Rifiuti Speciali" 2023, the **production of special waste also increased**, with 165 million tonnes in 2021 (+12.2%, corresponding to almost 18 million tons in 2020) and this can be related to several factors, including the expansion of commercial

activities and technological innovation. Of this, 93.5% is due to non-hazardous waste.

The activities that contribute most to the generation of hazardous waste are:

% Breakdown of Total Special Waste Generation by Economic Activity - 2021



Approximately 72.1% of special waste is recovered by management plants, more than 10,000 throughout Italy (in 2021 5,928 plants in the North, 1,899 in the Centre and 2,936 in the South); it is therefore understandable how fundamental the role of these collection and treatment companies is, especially with regard to the category of special waste, the **management of which requires special attention in order to avoid negative impacts on the environment and the health and safety of citizens.**

In fact, they represent waste from industrial processing, commercial activities or waste recovery and disposal activities and include end-of-life materials from industries, hospitals or research laboratories.

In conclusion, it is clear that the waste sector in Italy has considerable growth potential, but at the same time has gone through and is going through major internal changes, which increasingly require sustainable and responsible waste management activities.



01

Econet's identity



Econet's Identity



Founded in 2001 as a waste treatment company on behalf of third parties, Econet S.r.l. was originally a complementary branch of the services offered by "Ecosistem S.r.l.", a company operating in Lamezia Terme since 1988 in the liquid, solid and sludge special waste treatment sector.

Since the company's business was set up, the priority for the company was to set up a management oriented towards continuous improvement, the highest quality of services offered and respect for the environment. For this reason, in 2007 Econet obtained its first certification for **UNI EN ISO 14001:2015**,

followed in 2011 by obtaining **UNI EN ISO 9001:2015** and in 2012 by **UNI EN ISO 45001:2018**.

In just a few years, Econet has been able to distinguish and establish itself as a great multifunctional platform among its competitors: today it is a reality structured in different treatment lines dedicated to the disposal or recovery of different types of special waste, hazardous and non-hazardous.

It was precisely its rapid development that led the company to envisage an expansion of its operational structure in recent years, giving rise to **Econet 2.0**; this expansion started in 2018 and was completed in 2022.

The year 2022 also marked the start of a new journey for the company, which led to the desire to formalise the past and future sustainability initiatives, through the drafting of their first Sustainability Report.

Since the development of its activities, Econet has been based in the area of Lamezia Terme, with a total surface of over 21,000 square metres; all facilities are located in the Industrial Zone of San Pietro Lametino.



Services and business model

GRI 2-1 | GRI 2-2

Econet S.r.l. is a company specialising in the special waste treatment (solid, sludge and liquid nature, hazardous and non-hazardous wastes). The company also provides waste recovery and disposal services for its customers.

The activities carried out by the company are based on six plants for the treatment of hazardous and non-hazardous waste, **six authorised recovery activities** (R3, R4, R5, R7, R12, R13) and **five authorised disposal activities** (D8, D9, D13, D14, D15), for a total of **730,000 tons per year of waste** that can be managed in the plants and an instantaneous storage capacity for hazardous and non-hazardous waste of approximately 13,535 cubic metres.

In particular, the main services performed by the company include:

Solid waste stabilisation

This activity is fundamental for the correct disposal of waste in landfills, thanks to a process that allows the physical and chemical modification of the substances contained in the waste and, therefore, decrease the polluting potential of the waste. This activity is therefore necessary not only to facilitate the storage of waste in landfills, but also to enable certain categories of waste to be put to a new industrial use, such as in the case of cement production.

The stabilisation of solid waste is characterised by two main phases:

- Stabilisation phase: aimed at reducing the hazardousness of the waste by converting the contaminants into their less soluble, less noble and less toxic form.
- Solidification phase: aimed at reducing the waste into a solid material with high structural integrity (involves

reducing the mobility of pollutants and thus their dispersion in the environment)

This activity is carried out by Econet in a plant licensed for 89,400 tons per year, in a line set up for about 80 tons per hour.

Reusable material separation and recovery

This process aims to reduce the release of heavy metals and soluble compounds into the environment by making the material undergoing treatment fractionated and reusable; the waste undergoes a phase of gradual size reduction and separation through a two-stage process:

- reception and incoming inspection of the waste;
- screening, crushing (with hammer mill), ferrous metal removal, non-ferrous metal removal and final screening.

The waste then undergoes a mechanical separation process to obtain separate fractions: mineral compounds, ferrous and non-ferrous materials.

Econet's mechanical separation plant consists of a 15-tonne/hour line.

With the extension project, a washing section was created in which it is possible to bring the most complex, and at first dangerous, material into contact with a series of reagents that enable the abatement of pollutants. Specifically, the reagents that can be used are:

- EDTA;
- Acetic acid;
- Sulphuric acid;
- Milk of lime.

Reagents can be dosed in different concentrations, and with varying contact times. This can be structured in function, designing a specific

treatment according to the starting characteristics of the material. Several in-house experimental trials, and in collaboration with the University of Calabria, have laid the foundations for ash recovery treatment.

Chemical, physical, biological and emulsion treatment:

Waste treatment is carried out in plants consisting of a battery of liquid and oily waste tanks, within which treatment processes such as complexation, precipitation, oxidation-reduction, neutralisation, evaporation and biological treatment take place. There is also a section within the plant dedicated to the treatment of oily emulsions.

Econet also offers an efficient wastewater treatment service, environmentally friendly and in accordance with regulations.

These plants are equipped with advanced technology, remote management via PLC and mobile workstations, have a total capacity of over 4,345 cubic metres and an authorised treatment capacity of 261,000 cubic metres per year.

Washing and cleaning tanks and tank-containers



Econet's services include the cleaning and washing of tanks and tank-containers, including ATB reclamation for all types of transported waste.

Thanks to a modern plant, state-of-the-art machinery and top-quality detergents, Econet offers advanced washing services that avoid any risk of contamination.

Waste Intermediation:

in parallel with the activities described above, the company carries out waste intermediation activities and trading without custody, using reliable

partners for transport, disposal and/or recovery, in order to offer the best solutions for almost all the matrices produced.

Environment presidia

Econet also has an 80 square metre in-house analysis laboratory where specific tests are carried out for the research and titration of pollutants and control of treatment processes. For all activities performed, Econet operates in possession of an **Integrated Environmental Authorisation**, released

by Calabria Region. The platform as a whole, which follows the sector's BAT (*Best Available Techniques*), is designed and managed to work with the best technical plant, management and control solutions, so as to guarantee a high level of environmental protection through, for example, low levels of pollutant emissions and optimisation of the raw materials used in the process. In addition to this, the continuous improvement over the years has led to company to obtain the **UNI EN ISO 14001:2015**, **UNI ISO 9001:2015** and **ISO 45001:2018** certifications.



Econet 2.0

The company's orientation towards growth and continuous improvement has led Econet to enlarge and modernise its original factory, expanding its structural and plant capacity; the goal the company set itself, and which was realised with the expansion completed in 2022, was in fact to modernise the lines dedicated to waste recovery and to introduce new high-performance lines and technologies.

The investment allowed Econet to improve and increase the performance of the existing services through increased recovery capacity, by means of building works, installation of new lines and management changes, but also through the installation of new electrical, fire and water systems.

In fact, some treatment plant lines were upgraded, continuing the upgrading according to the European Best Available Techniques (BAT), aimed at ensuring high standards of environmental protection, and an innovative End of Waste (EoW) recovery plant was built.



Specifically, the systems installed were as follows:

- a waste evaporation plant (increasing the internal capacity from 24 m³/day to 200 m³/day);
- a vacuum concentration plant;
- a slag recovery plant (increasing internal capacity from 7 t/h to 15 t/h);
- a separation and washing plant for the production of EoW;
- a cogeneration plant for the production of electricity;
- a shredding plant for packaging and hazardous and non-hazardous special waste;
- an activated carbon atmospheric emission abatement plant;
- a methane steam generator.

Finally, a new underground reservoir of approximately 30 m³ was built to be used for collecting uncontaminated rainwater, and a sump for water leaving the treatment plant.

All of the interventions just described have led to a significant increase in some of the company's key numbers: for example, the company has increased its **business area to 32,600 square metres** and **730,000 tonnes/year of waste that can be managed** on the platform (from 365,000 tons pre-enlargement), introducing, to the hundreds already authorised, 29 new E.W.C.'s on the emulsion treatment plant, 20 E.W.C.'s on the stabilization plant, 7 E.W.C.'s on the chemical-physical-biological plant, and 15 E.W.C.'s on packaging, container and tanker decontamination.

The key values

The reference values for the Company are enshrined within the Code of Ethics, adopted by Econet in 2018 as an integral part of the Organisation, Management and Control Model (Legislative Decree 231/01). This document sets out the ethical and value-based principles by which the Company is inspired and intends to conform in its activities management.

Specifically, the principles and strategic guidelines on which Econet's Code of Ethics is based are as follows.

Honesty and legality:

observance of the law and compliance with applicable regulations to avoid any form of dishonest conduct; compliance with agreements and internal regulations as a priority value.

Professionalism:

the performance of activities with the utmost commitment, spirit of cooperation and professional rigor to ensure the satisfaction of the service offered, the pursuit of customers' needs and expectations and the protection of the company's reputation.



Transparency and fairness in dealings with third parties:

Econet guarantees the recording and verifiability of transactions carried out, so that the conduct of business is characterised by the greatest possible clarity.

Occupational health and safety:

a commitment to the continuous improvement of working conditions to ensure the safety and health of workers.

Protection of the environment:

the company complies with all applicable environmental regulations and is committed to raising employee awareness in this regard.



In addition to these principles, the same document enshrines the importance for the company that all of Econet's resources and collaborators act in accordance with the company's good reputation, **protecting its resources and movable and immovable assets**, and thus guaranteeing **the protection of its image and assets; in parallel to this, the protection of privacy, licenses and intellectual property**, and finally the **correct use of IT systems** are considered priorities for the company, to which all collaborators are held accountable.

02

The approach to sustainability



The approach to sustainability



Ever since its foundation, Econet has always placed **continuous improvement** among its work cornerstone: only a concrete improvement of existing services and activities is in fact considered by the Company as leading to increase the internal well-being as well as to give the best

response to market needs.

The Company is therefore oriented in the pursuit of its business by following the track of three competing values for the sustainable development of the enterprise, especially:



Improving the satisfaction of its customers by pursuing their needs and expectations;



the improvement of environmental performance, to reduce the environmental impacts of their activities;



the improvement of occupational health and safety performance to provide the safest and healthiest possible working conditions for its employees.



Internal materiality analysis

GRI 3-1 | GRI 3-2

Material issues represent those aspects that reflect the significant economic, environmental and social impacts of a company and substantially influence stakeholder assessments and decisions.

Materials are defined as those aspects that, on the one hand, are perceived as relevant by stakeholders - as they could influence their decisions, expectations

and actions - and, on the other hand, can generate relevant economic, social and environmental impacts on the company's activities.

The materiality analysis process, undertaken in the reporting period under review, involved an internal activity through the involvement of the management and its technical managers according to the following steps:

THE PROCESS

1. Stakeholder mapping
2. Analysis of industry benchmarks (national and international comparables)
3. SASB (Sustainability Accounting Standards Board) Materiality Map analysis for the following sector: **WASTE MANAGEMENT**
4. Interviews with management and technical managers on business management methods and sensitive aspects
5. Validation of materiality issues and assessment of the degree of materiality by Management and Technical Managers



With the help of external consultants, Econet's top management analysed the **ESG issues relevant to the sector in question**, which, in an initial study phase, turned out to be 14.

These were further evaluated in detail and in consideration of relevance to society; this process then led to the identification of **five material topics, six relevant topics and three emerging topics**.

Material topics:

topics considered to be material because they are more representative of the sustainability impacts generated by Econet on the environment, the economy and people and are already covered by the company.

Relevant topics:

topics considered relevant to the company as representative of the sustainability impacts generated by the company on the environment, the economy and people, for which actions are being taken to monitor them.

Emerging issues:

issues that, although they are less relevant to the company today than other aspects of sustainability, are considered to be 'emerging' and, as such, the subject of attention by company management.

In particular, the issues that have been placed at the centre of the company's priorities have been **Waste Management and Circular Economy**, indispensable elements as they represent the company's core business, but also the **Relationship with the Territory and Local Communities**, thanks to the numerous collaborations and research conducted in particular with the University of Calabria, and finally the themes of **Innovation, Research and**

Development and Quality of Service and Creation of Value for Users and Communities in relation to Governance issues.

Relevant and emerging issues are, however, considered by the company to be indispensable for corporate growth and sustainable development and, for this reason, are likewise represented and described in the following paragraphs.

SUSTAINABLE DEVELOPMENT GOALS - SDGS

In identifying the ESG issues that were relevant for the company, their connection to the Sustainable Development Goals (SDGs), defined within the **United Nations 2030 Agenda**, was also considered. With the commitment to act on these issues, Econet seeks and will seek to contribute - as far as possible - to the achievement of global sustainability challenges.

The correlation is the result of an analysis of the GRI indicators, reported in







this document, and the defined targets related to the SDGs and targets according to the *Linking the SDGs and the GRI Standards* framework.

Listed below are the ESG issues derived from Econet's materiality analysis, related to the Sustainable Development Goals (SDGs), defined within the United Nations 2030 Agenda:

01. MATERIAL TOPICS

Circular Economy	Development of new solutions to extend the life cycle of products involving sharing, lending, reusing, repairing, reconditioning and recycling of materials. The search for new solutions must be aimed at optimising the use of products, minimising the production of waste and scrap, to reduce environmental impact and the exploitation of virgin resources.	  SDGS 12,13
Waste Management	Conscientious management of hazardous and non-hazardous waste related to the company's business activities, promotion of conscious management methods and practices such as: reuse, sorting and recycling of waste and scrap produced.	  SDGS 12,13
Relationship with the territory and local communities	Establish a climate of dialogue, collaboration and involvement of local communities. Ensure the development and value creation of local communities through sourcing from local producers/suppliers.	    SDGS 1,2,11,17
Innovation, Research and Development	Activities and policies related to technological innovation and R&D activities aimed at the continuous improvement of processes and products/services, with particular attention to the reduction of socio-environmental impacts.	   SDGS 9,12,13
Service quality and value creation for users and the community	To maximise the degree of satisfaction of the customers served in order to fully meet their expectations and needs and build lasting and stable relationships over time through listening, involvement and sharing with a view to continuous improvement.	    SDGS 8,9,12,16

02. RELEVANT TOPICS

Energy and energy efficiency	Policies for the efficient monitoring and management of energy consumption to achieve direct benefits and to counter the Global Warming phenomenon. Use of energy from renewable sources (green certificates, photovoltaic plants, etc.). Initiatives, activities and policies adopted with the aim of reducing energy consumption.	   	SDGS 7,8,12,13
Health and safety at work	Creation of a safety culture, promotion of safety through the involvement of all operators and implementation of systemic monitoring to provide an overview of the different health and safety aspects.	  	SDGS 3,8,16
Training and skills development	Development and training activities aimed at enhancing the technical, managerial and organisational skills of employees and consolidating the professionalism required by the role covered. Personnel incentive policies and systems, career development and talent attraction.	   	SDGS 4,5,8,10
Employee welfare and well-being	Promoting a welcoming, stimulating and positive working environment aimed at ensuring the psychological and physical health of employees, providing welfare programs for all employees, and ensuring working conditions that guarantee full respect of the right to health and the protection of well-being.	  	SDGS 3,5,8

Prevention of corruption

Commitment to combating corruption, both active and passive, through the implementation of policies, procedures and mechanisms for reporting potential irregularities or unlawful conduct and specific training activities on the subject.



SDGS 16

Ethics and Transparency

Pursuing values of ethics, integrity and transparency in business activities may include the adoption of policies and procedures to support compliance with applicable laws and any specific regulations, as well as adherence to national and international principles and guidelines that include areas of social and environmental responsibility.



SDGS 8,12,16,17

02. EMERGING THEMES

Water resource management

Responsible management of water as a primary resource subject to scarcity that needs to be protected through mechanisms to monitor and reduce consumption resulting from the company's main and auxiliary activities.



SDGS 6,12

Air emissions and climate change

Conscious management of hazardous waste and The analysis of carbon emissions produced by the company's activities, awareness of its environmental footprint and the definition of actions to adapt and/or mitigate atmospheric emissions from company activities.



SDGS 12,13,15

Supply Chain Management

Assess the social and environmental impact of suppliers along the supply chain with the aim of spreading a culture of sustainability through the supply chain.



SDGS 8,12,13,17

Stakeholder relations and involvement.

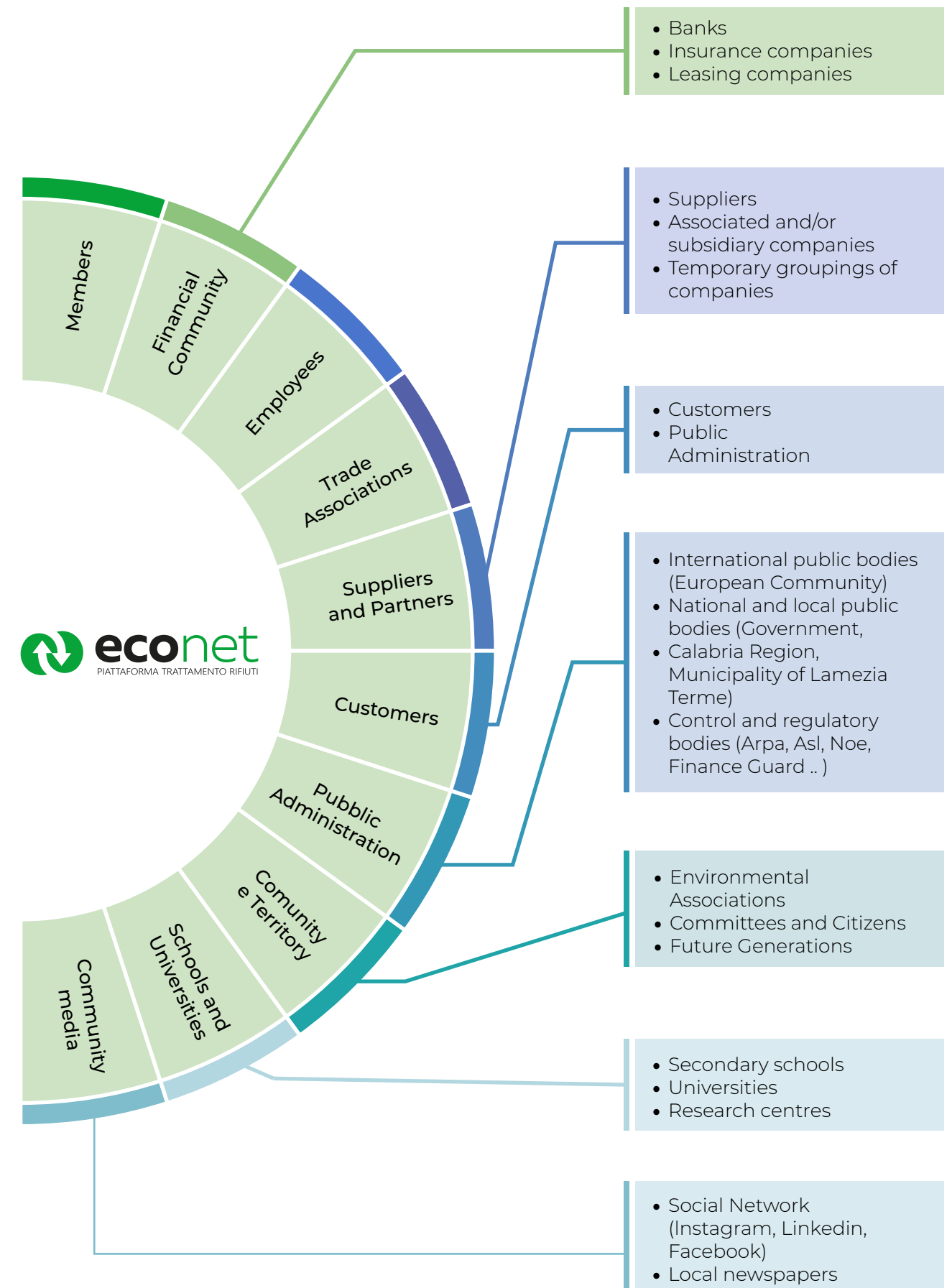
GRI 2-29

Stakeholders are entities or individuals who can reasonably be expected to be significantly affected by an organisation's activities, products and services or whose actions can reasonably be expected to affect the organisation's ability to successfully implement its strategies and achieve its objectives.

Stakeholders are therefore those individuals with whom a company deals in order to create, maintain and develop relationships with the aim of understanding their needs and expectations, and consequently orienting its strategic choices.

In its operations, Econet considers the concerns of its stakeholders and seeks to act proactively to avoid potential risks and possible negative impacts, striving to maintain a collaborative dialogue with the various stakeholders.

The following graph shows the main categories of stakeholders with whom the company interfaces:



STAKEHOLDER ENGAGEMENT ACTIVITIES

Involvement and discussion with stakeholders (stakeholder *engagement*) is very important to understand expectations, interests and evaluations. Careful and positive involvement allows the company to define its objectives more consciously and thus facilitate the decision-making process.

In its operations, Econet considers the concerns of its stakeholders and seeks

to act proactively to avoid potential risks and possible negative impacts, striving to maintain a collaborative dialogue with the various stakeholders.

The table below shows the main categories of stakeholders with whom the company interfaces and for each of them the involvement methods adopted:

Stakeholders	Modalities of involvement	Frequency	Objective
Members	Members' Assembly	quarterly	Strategic vision, monitoring of overall company performance, budget review
Banks	Telephone contacts, email, facetoface meetings	Sixmonthly	Extraordinary contingencies and contractions of loans
Insurance organisations		quarterly	Updates for compliance with regulatory obligations in the insurance field
Leasing companies		quarterly	Extraordinary contingencies and contraction of leasing contracts
Employees	Newsletters, communications, facetoface meetings	daily, quarterly if necessary	Updating on internal activities and related schedules, corporate communications, sharing of corporate values
Trade Associations	Newsletters, seminars, meetings	when necessary	Information and regulatory updates

Stakeholders	Modalities of involvement	Frequency	Objective
Suppliers	Telephone contacts, email, facetoface meetings	when necessary	Cost optimisation, continuous service improvement and consolidation of partnerships
Associated and/or subsidiary companies	Meetings	when necessary	Exchange of information regarding regulatory updates, best practices, possibilities for collaboration and mutual support
Temporary groupings of companies	Telephone contacts, emails, meetings	when necessary	Creating synergies in order to maintain competitiveness in the market and improve access requirements to tenders and/or calls for tenders.
Customers	Contacts by telephone, email, meetings	daily; when necessary	Satisfying customer expectations and establishing stable and lasting relationships
Public Administration			
International Public Bodies	News, websites	monthly	Regulatory updates
National and local public bodies	News, websites	monthly	Regulatory updates
Government			
Calabria Region	News, websites, telephone contacts, email, meetings	when necessary	Regulatory updates, permits and/or authorizations, transboundary notifications, environmental information on the Monitoring and Control Plan
Municipality of Lamezia Terme	News, websites, telephone contacts, emails, meetings	when necessary	Ordinances, permits and/or authorizations, environmental information on the Monitoring and Control Plan
Control and regulatory bodies	News, websites, telephone contacts, email, meetings, inspections	when necessary	Permits and/or authorizations, environmental information on the Monitoring and Control Plan, verification of the correct application of relevant regulations

Stakeholders	Modalities of involvement	Frequency	Objective
Environmental associations	Meetings	if necessary	Transparent environmental information
Committees and Citizens	Meetings and public events	when necessary	Transparent environmental information, charitable activities and donations
Future generations	Guided tours	quarterly	Sharing corporate and environmental values in order to spread awareness of internal activities
Other private nonprofit organisations	Meetings	when necessary	Transparent environmental information
Middle schools	Guided tours	quarterly	Sharing corporate and environmental values
University	Guided tours, curricular internships, postgraduate recruitment, meetings	when necessary	Sharing over internal activities, scouting for bright human resources, research and development of new technologies
Research Centers	Meetings	when necessary	Scouting of human resources, research and development of new
Social Network	Publishing content	monthly	Scouting of human resources, discussion with stakeholders, dissemination and information about the company's reality
Local newspapers	Magazine articles	when necessary	Dissemination of news, initiatives and innovations implemented by the company for social and environmental purposes.



03

Econet's Governance



Organisational Structure

GRI 2-29 | GRI 450-1



Econet S.r.l. is owned by **ECO A - SRL UNIPERSONALE** and **T&C SRL**, two companies holding equal stakes in the company, both operating in the real estate sector and based in the Lamezia Terme municipality.

Econet's Corporate Governance is

based on a traditional structure, founded on the Shareholders' Meeting, the Board of Directors, the Managing Director, the Board of Auditors and the Supervisory Board.

The company's Board of Directors has been led since 2018 by Marchio France-

sco, Chairman of the Board of Directors and Managing Director of the company, and by Director Aversa Giuseppe, also in office since 2018. The Board of Statutory Auditors is instead led by Talarico Laura, Statutory Auditor in office.

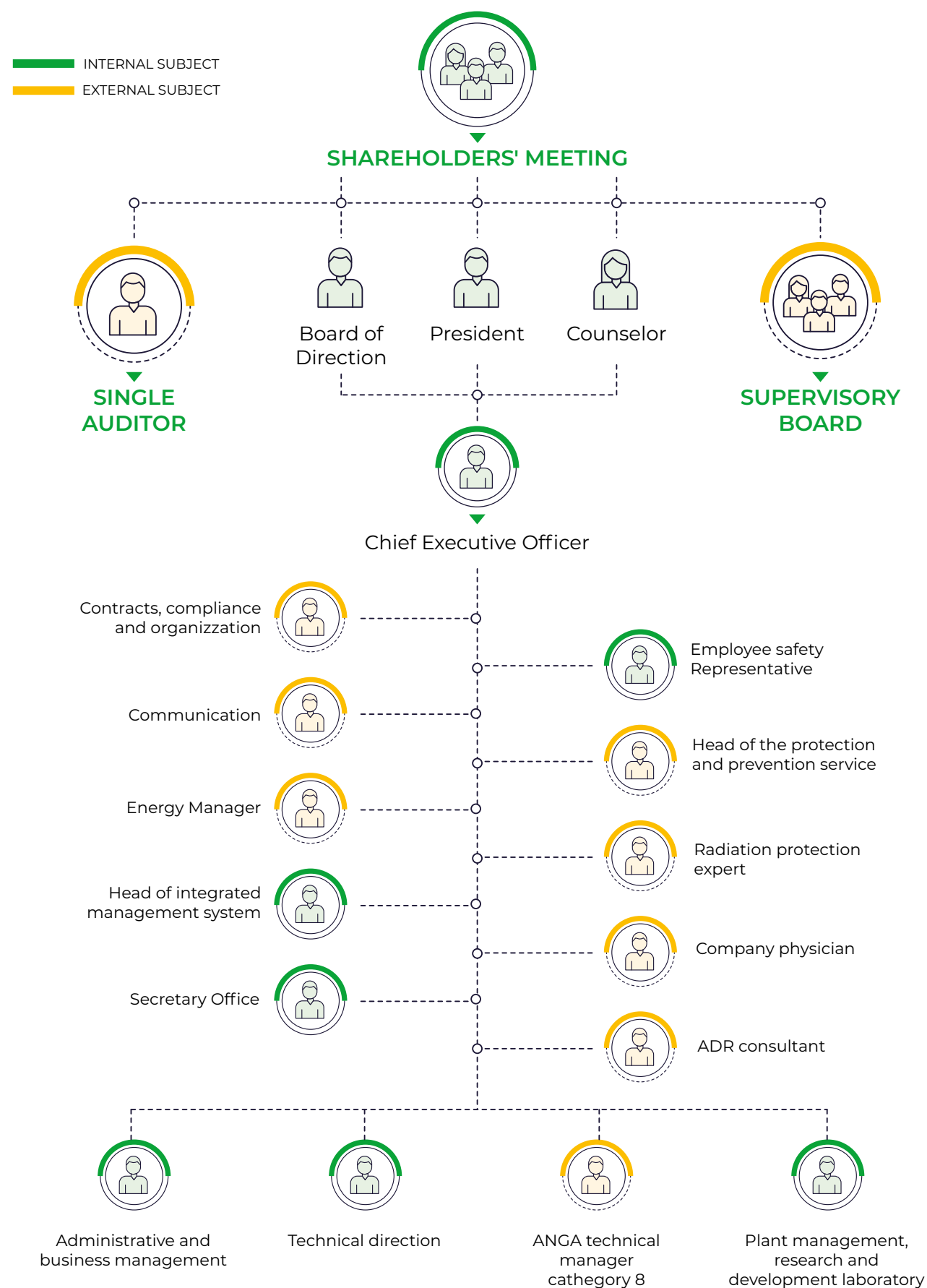
DIVERSITY AND RESPONSIBILITY

With regard to the governing bodies diversity, the Board of Directors is led by two men, while the Board of Statutory Auditors is led by a woman, all aged between 30 and 50.

With respect to the corporate functions, all the corporate functions provided for in the corporate organisation chart, both internal and external, are answerable to the Chief Executive Officer and Employer, who is responsible for setting objectives, implementing projects and proposing investments.

The Company's organisational structure is inspired by the principle of separation of tasks, roles and responsibilities between operational and control functions. The first level of the company's organisational structure is depicted in more detail in the graphic below:





Ethics and Transparency

Acting in full compliance with laws and regulations is of paramount importance, especially in the waste sector. For this reason, Econet, in 2012, adopted an **Organisation and Control Model (MOG)** based on the provisions con-

tained in Legislative Decree No. 231 of 2001 and supplemented by approval of the company's Board of Directors in 2018 with a **Code of Ethics** and a **Disciplinary Code**.



*In addition to this, Econet is fully included in the **Legality Rating**, which was renewed in 2022 and achieved a **three-star rating**. The **Legality Rating**, which can be requested by companies from the Competition and Market Authority, is an indicator showing compliance with legality standards by companies requesting it. Three stars represent the maximum score obtainable from the rating.*

THE ORGANISATION, MANAGEMENT AND CONTROL MODEL

The Organisation, Management and Control Model was drawn up by the company in order to ensure that the behaviour of all those who operate on

behalf of or in the interest of the company always conforms to the principles of correctness and transparency in the conduct of business and company activities. The latter, periodically reviewed and updated, is based on a structured and organic system of procedures and activities in order to:

- improve the corporate governance system;
- set up a structured prevention and control system aimed at eliminating or minimising the risk of commission of offences related to the company's activities;
- provide for an adequate disciplinary and sanctioning system for violations of the Model's procedures and inform all those working on behalf of Econet in this respect;
- censure conduct in breach of the Model by administering disciplinary and/or contractual sanctions.

The process of preparing the model

1. Mapping of activities at risk, aimed at identifying the areas and/or processes in which, within each activity, the offences provided for by Legislative Decree 231/2001 may be committed.

2. Analysis of potential risks, through the involvement of company managers.

3. Survey of the existing control system and performance of the Gap Analysis.

4. Drafting and updating the Model, following approval by the Board of Directors.

This process led to the drafting of a document composed of a General Section, in which the key principles of the company, the Supervisory Board and the disciplinary system are expressed, and a Special Section.

Furthermore, with the aim of making the implementation of the Model effective, the company undertakes to disseminate and train its resources with respect to the principles and duties enshrined in the document itself, and this training, differentiated in content according to the qualification of the recipients, is directly supervised by the Supervisory Board.

THE SUPERVISORY BODY

The task of supervising the operation of and compliance with the MOG, proposing possible updates over time, is entrusted to the **Supervisory Board**. The latter, characterised by the principles of **autonomy** and **independence, professionalism** and **continuity of action**, is composed of an external member who is supported in the management of activities by the Head of the Integrated Management System and, if necessary, by Econet's business units. In addition to this task, it is the duty of the SB to monitor the validity of the existing Model and to propose any changes and updates to the Board of Directors.

The Bylaws provide that the Supervisory Board, by means of a formal written report at least every six months, shall periodically report to the Board of Directors on the proper implemen-

tation of the Model and on the occurrence of any critical issues connected thereto. The Supervisory Board must also receive any information on the implementation of the model, such as, for example, any shortcomings and/or changes in company procedures, changes in the company's organisational structure, the occurrence of administrative offences or news of the commission of offences.

Reports of breaches of the OMC and the Ethical Code must be made in writing by using the appropriate tools set up, such as the dedicated information channel by e-mail, or by sending a written communication to the company's head office by ordinary mail or to the special box provided for reports, including anonymous ones, located in the company. All complaints received are then saved in a specific database for the duration of 10 years.

THE CODE OF ETHICS

The Code of Ethics, which is an integral part of the Organisation, Management and Control Model (Legislative Decree 231/01) adopted by Econet, communicates the company's key principles, among which are the company's commitments to conduct itself in a way that respects **transparency, honesty, professionalism, collaboration and fairness in relations with third parties**.

These principles must therefore be adhered to not only by all Econet employees and directors, but by all those who enter into relations or collaborate with the company, with the aim of avoiding any behaviour unbecoming

of the organisation, while at the same time reinforcing the company's image of integrity. It is therefore the tool through which the Company communicates to all stakeholders what commitments it undertakes in managing relations with suppliers and third parties, such as in particular the Public Administration, the Supervisory Authority, Political Parties and Trade Union Organisations, Statutory Auditors and Auditors.

Furthermore, the document takes a stance against conflicts of interest and, on the contrary, fully supports the **pursuit of maximum accounting transparency**, based on the principles of truthfulness, fairness and completeness, as well as **compliance with anti-money laundering regulations** and related internal control procedures.

In order to ensure that the Code of Ethics is correctly understood by all company representatives, the Integrated Management System Manager, in agreement with the Supervisory Board, prepares an annual training plan aimed at fostering awareness of the principles and ethical standards. The training initiatives are differentiated according to the role and responsibility of the employees or collaborators; in this regard, a special training programme is planned for new recruits, aimed at illustrating the contents of the code, which they are required to observe to the utmost.

Supply Chain Management

GRI 2-6

The supply chain is a vital element for the success of any company, and within Econet the development and maintenance of relationships with suppliers is an activity of the utmost importance. For this reason, within the Code of Ethics drawn up by the company, specific attention is paid to these relationships, highlighting how they are fundamental to guaranteeing the company's image and ensuring that suppliers' interests are fully satisfied.

EVALUATION CRITERIA

Econet orients the management of these relationships towards respect for the highest ethical principles and its own fundamental values, such as fairness, efficiency and seriousness. Suppliers are selected on the basis of criteria such as demonstrated trust, guaranteed quality, competitiveness, professionalism and respect for rules; this selection is also based on accurate

assessments of the company's reputation and ethics, which must be considered of equal value to that of Econet.

Moreover, according to the Code of Ethics, it is based on a prior check of the information available on these companies and, once cooperation is established, it must ensure full transparency of the agreements.

Finally, suppliers themselves are required as an indispensable condition to adhere to the principles enshrined in the company's Code of Ethics.

ECONET SUPPLIERS

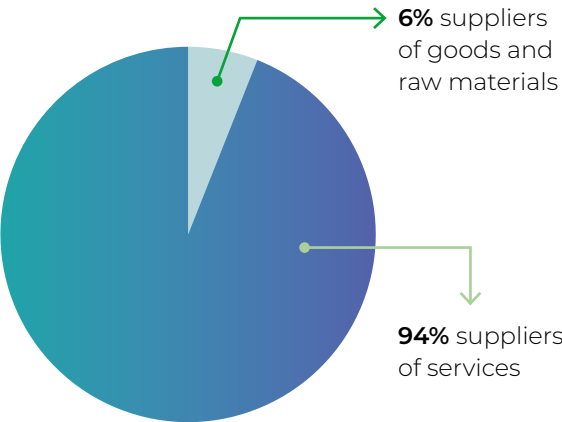
Econet's supply chain consists of both suppliers of goods and raw materials and, to a greater extent, service providers.

In the reporting period covered by this Sustainability Report, Econet had a total of 389 suppliers, 130 more than in

2021, while the total value of supplies amounted to EUR 26,289,961, a 47% increase over the previous year (EUR 17,833,719).

The percentage distribution of total expenditure among the different types of suppliers is shown in the graph below:

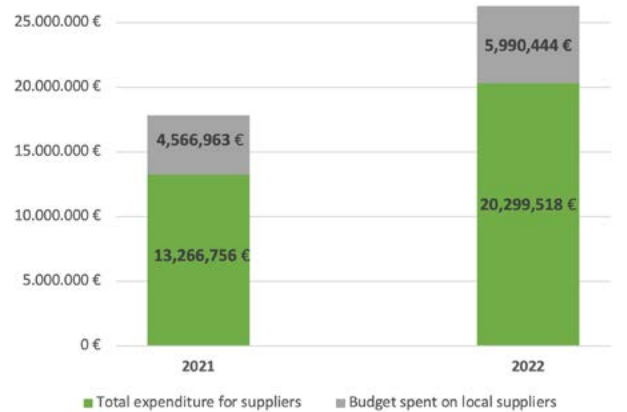
SUPPLIERS 2022



On the other hand, as can be seen from the table below, compared to the total value, the percentage of **local procurement**, i.e. suppliers coming from the **Calabria Region**, in 2022 represents 23%, with **an increase in the related expenditure of 31% compared to the previous year** and amounting to 5,990,444 euro (4,566,963 in 2021).

	2021	2022
Total procurement expenditure	17,833,719	26,289,961
Local Supply Expenditure (Calabria Region)	4,566,963	5,990,444
% expenditure on local suppliers	26%	23%

Expenditure on suppliers - 2022



The economic results and the value generated

GRI 201-1 | GRI 201-4

The year 2022 proved to be an overall positive year from an economic point of view for Econet, which recorded a **28% increase in turnover compared to 2021** (amounting to EUR 41,776,889), closing the financial year with a profit for the year of **EUR 8,794,485**.

Economic data (euro)

	2021	2022
Turnover	32,624,204	41,776,889
Value of production	34.508.640	42,982,426
Net profit	9,066,302	8,794,485

THE ECONOMIC VALUE GENERATED AND DISTRIBUTED

The table below shows the value generated and distributed, prepared on the basis of the income statement for the reporting period. The objective is to show the economic value directly generated by the company and its distribution to stakeholders.

The economic value generated refers to the value of production, which includes net revenue from services and other revenues and income; while **the economic value distributed** includes costs, reclassified by stakeholder category, and any dividends distributed during the year.

Retained economic value relates to the difference between generated and distributed economic value, and includes depreciation of tangible and intangible assets, provisions, reserves, profits and deferred/prepaid taxation, as well as generated and distributed value that cannot be allocated to stakeholders.

In 2022, Econet generated an economic value of EUR 42,128,201, an increase of 29% compared to the value in 2021. The distributed economic value amounted to euro 32,024,548, and the table below shows the distribution of value among the various stakeholders.



	2021	%	2022	%
Economic value generated and received	33,483,730	100%	43,309,926	100%
Economic value generated	32,708,501	97,7%	42,128,201	97,3%
Economic value received	775,229	2,3%	1,181,726	2,8%
Distributed economic value	23,505,496	70,2%	32,024,548	73,9%
Suppliers - Operating Costs	18,305,798	54,7%	26,424,932	61,0%
Human Resources - Staff Cost	1,528,969	4,6%	1,773,964	4,1%
Banks and other lenders - Financial charges	157,461	0,5%	164,033	0,4%
Public Administration - Taxes	3,513,268	10,5%	3,656,518	8,4%
Local Community	-	-	5,102	0,05%
Economic value retained	9,978,234	29,8%	11,285,378	26,1%

By far the category that was most affected by the distribution of value was **Suppliers**, with a distributed value of **83% of the total** (and amounting to EUR 26,424,932), followed by Public Administration and Human Resources (with 11% and 6% of the distributed value, respectively).

These values are consistent with the increase in expenses incurred for sup-

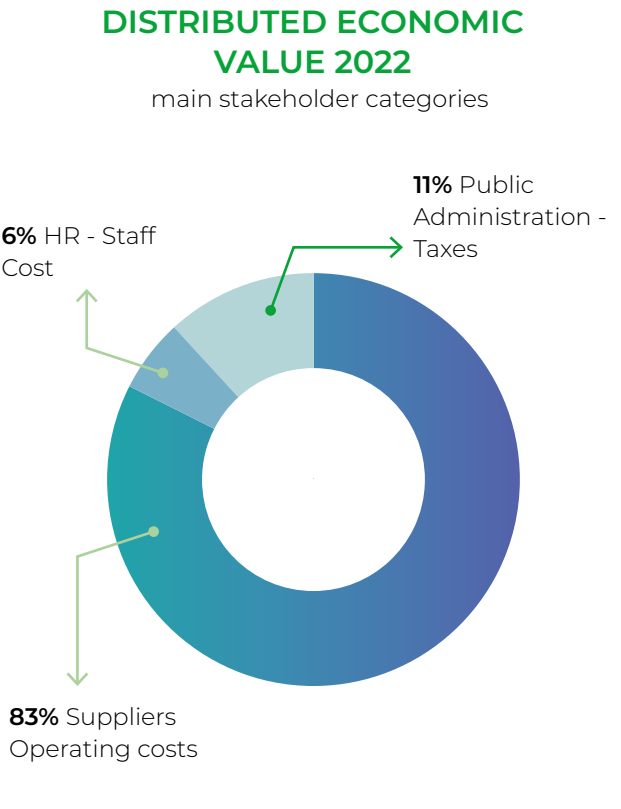
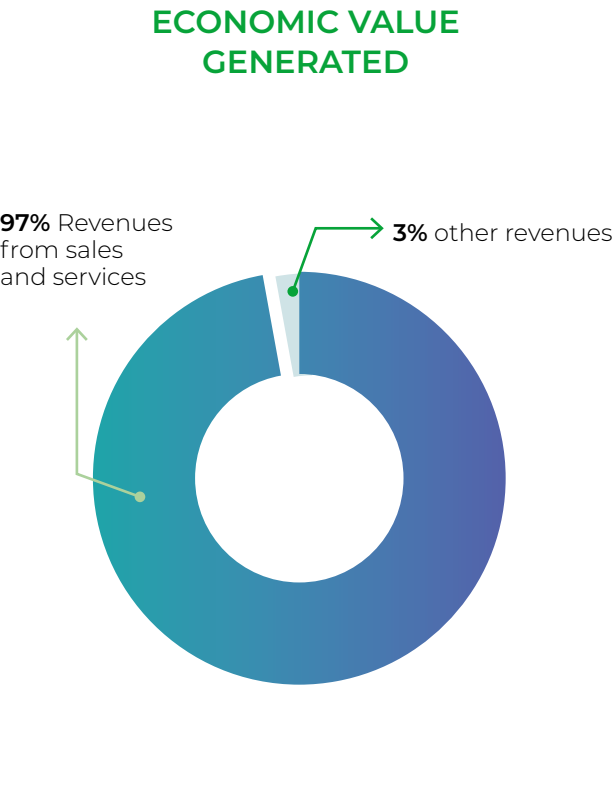
pliers (up 44% compared to 2021), costs incurred in taxes to the public administration (up 4%) and the increase in personnel costs (up 16%), the latter in turn generated by a growth in the workforce.

The final retained value was therefore EUR 11,285,378 in 2022 (+14% compared to 2021).

Finally, during 2021-2022, Econet received financial assistance from the government and public authorities.

Below are the main contributions received for the year 2022:

Typology	2021 (euro)	2022 (euro)
Tax relief or tax credits	40,059	108,151
Investment, research and development and other contributions	3,635,228	1,476,564
Awards	8,992,916	5,000,000
Financial Incentives	-	10,000
Other financial benefits	32,018	67,730
Total	12,700,221	6,662,445



04

**Service
quality
and value
creation
for the
community**



Quality, Environment and Safety Policy



In order to guarantee an efficient and quality service for its users, Econet has an integrated and formalised **Quality, Environment and Safety Company Policy**, based on precise strategic guidelines and periodically reviewed during the Management Review.

In addition to this, the company achieved **UNI EN ISO 9001:2015** certification in 2011, **UNI EN ISO 14001:2015** in 2007 and **UNI EN ISO 45001:2018** in 2012.



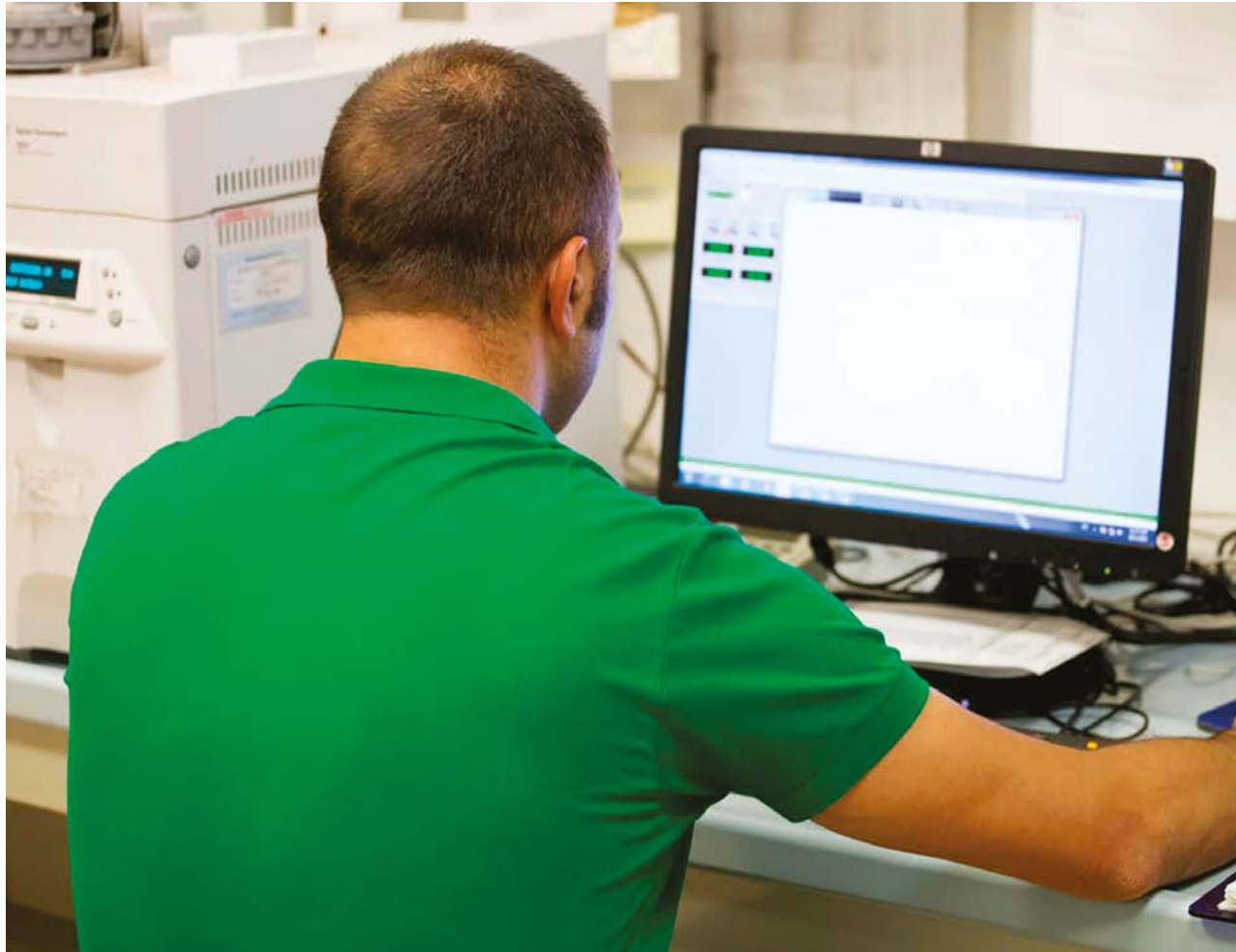
The **ISO 9001 standard** outlines the minimum requirements that an organisation's **Quality** Management System must adhere to in order to ensure high quality levels of organisation and service. Its achievement makes it possible to build a management system within which business processes are included, in order to ensure their optimisation and promote the adoption of a systemic approach that is useful in developing and improving the effectiveness of a quality management system.




ISO 14001 defines the minimum requirements of an Environmental Management System that an organisation can use to develop its **environmental performance**. The standard helps the organisation to manage its environmental responsibilities in a systematic way, through the achievement of the expected outcomes of its environmental management system.





The **UNI EN ISO 45001 standard for Occupational Safety and Health** defines minimum standards of good practice for the protection of workers worldwide. It establishes a framework for improving safety, reducing risks in the workplace and improving the health and well-being of workers, thus enabling any organisation that chooses to adhere to it to increase its health and safety performance.



The approach underpinning Econet's internal policy is based on three strategic directions:

 Pursue the needs and expectations of its customers, aiming to increase customer satisfaction;

 Improve environmental performance and prevent pollution, to contribute to the environmental pillar of sustainability;

 Improving one's performance in terms of health and safety at work.

In order to achieve these objectives, Econet places at the forefront the absolute respect for current legisla-

tion and stipulated agreements, the maintenance over time of the certifications obtained in the areas of quality, environment and safety, the updating of the Legality Rating and the commitment to disseminate internally and externally the policy in question. The ultimate goal is therefore **continuous improvement**, made possible only through the improvement of the integrated management system itself over time and the commitment of all the collaborators that make up the system. To this end, the Company has drawn up and submits to its customers a specific **questionnaire aimed at detecting customer satisfaction**, as well as identifying their reports, suggestions and expectations.

STRATEGIC GUIDELINES FOR QUALITY

The strategic guidelines on which Econet's Quality, Environment and Safety Policy specifically focuses are as follows:



Satisfying the needs and expectations of its **customers**.

The development of **collaborations with research institutes** in order to identify new and effective techniques applicable to the waste sector, improving its processes and know-how;



Increasing **market visibility**, including through participation in **trade fairs**, in order to improve its sales network and broaden the spectrum of services offered to its customers;

Continuous investment in the training of **personnel**, to develop their **skills and competences** and to support their motivation and the assignment of clear individual responsibilities.



Improving the **supplier** network by setting higher qualification standards over time.

05

Human resources



The enhancement of human capital

GRI 2-7 | GRI 2-8 | GRI 2-30 | GRI 401-3 | GRI 404-1



Econet considers its employees a resource for its economic success and, consequently, is committed to protecting and promoting the value of human resources with the aim of increasing and improving the assets and competitiveness through the skills of each employee or collaborator.

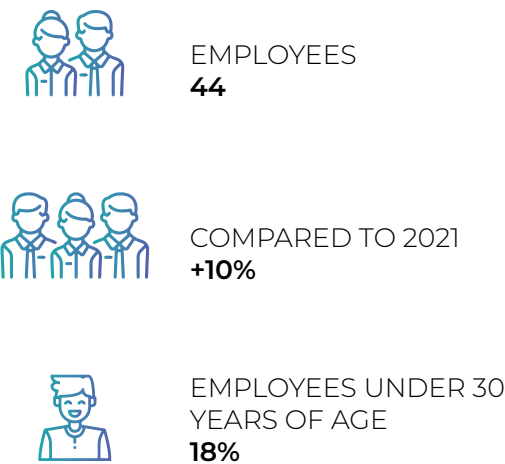
In order to achieve this objective, the company considers the support of the function managers to be of the utmost importance: **staff motivation, transparent communication and correctness of relations** are therefore one of the qualifying objectives that each manager must pursue, in order to support

and encourage the professional growth of his or her subordinates and collaborators. Consequently, the specific task of all function managers is to spread the **culture of participation**, with a view to sharing, belonging to the organisation and respecting Econet's values and principles.

The valorisation of human resources is placed at the centre of management and strategic choices, right from the employee selection processes, conducted in compliance with the company's principles expressed in the Code of Ethics, internal procedures, **equal opportunities** and without any discrimination. In fact, the company is committed to ensuring that incoming resources meet the requisites required by the profiles sought, absolutely avoiding favouritism and facilitations.

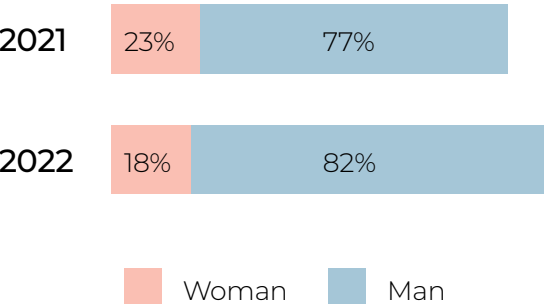
Finally, Econet undertakes to protect **the psycho-physical integrity of employees** and collaborators, respecting their personality, by prohibiting any and all forms of mobbing, abuse, intimidation, threats and harassment - psychological, physical, sexual - against employees, collaborators, suppliers or third parties.

EMPLOYEES AS AT 31.12.2022



In 2022, the Econet team consisted of **44 employees, 10% more than in 2021**. All employees are employed under the relevant CCNL, the **CCNL "Igiene Ambientale"**. There are no non-employees.

ECONET'S WORKFORCE - 2021/2022



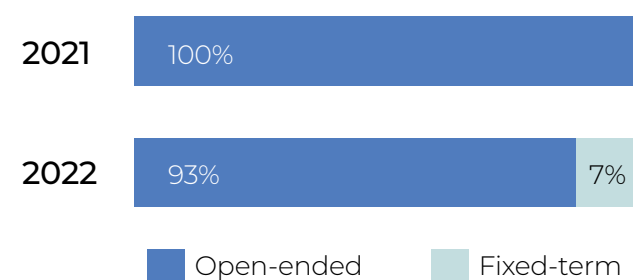
Almost all employees are employed on **open-ended contracts (93% of the total)** and on a **full-time** basis (**98% of employees**); only one employee is employed on a part-time basis.

In addition to workers employed through fixed-term and open-ended contracts, three trainees will complete the Econet workforce in 2022

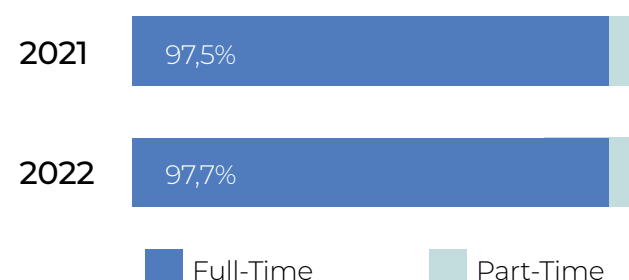
(+2 compared to 2021).

With reference to the structure of employment, it is noted that the employees are mainly men between 30 and 50 years of age (55% of the total), employed with “worker” qualifications (57% overall). In 2022, **the average recorded age of employees was 38.**

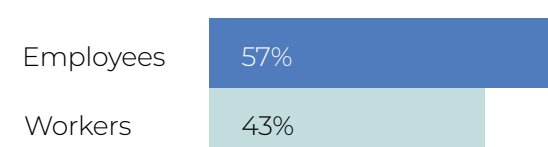
THE STABILITY OF CONTRACTS



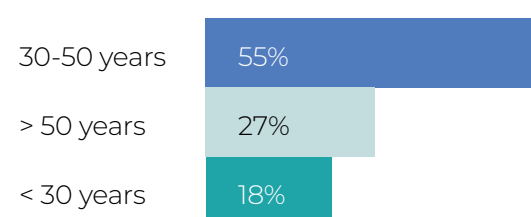
FORMS OF EMPLOYMENT



PROFESSIONAL FIGURES - 2022



EMPLOYED BY AGE - 2022



In accordance with GRI's requirements, human resources data broken down by gender, type of contract, employment and professional figure are shown below.

Employees by gender		
	2021	2022
Woman	9	8
Man	31	36
Grand total	40	44

Employees by gender and type of contract		
	2021	2022
Fixed-term	0	3
Woman	0	0
Man	0	3
Open-ended	40	41
Woman	9	8
Man	31	33
Grand total	40	44

Employees by gender and form of employment		
	2021	2022
Full-time	39	43
Woman	8	7
Man	31	36
Part-time	1	1
Woman	1	1
Man	0	0
Grand total	40	44





Employees by professional figure and age group

	2021			2022		
	WOMAN	MAN	TOTAL	WOMAN	MAN	TOTAL
Worker	0	21	21	0	25	25
Employee	9	10	19	8	11	19
Grand total	9	31	40	8	36	44

Employees by age group and gender

	2021				2022			
	<30	30-50	>50	TOTAL	<30	30-50	>50	TOTAL
Worker	7	10	4	21	7	12	6	25
Employee	4	12	3	19	1	12	6	19
Grand total	11	22	7	40	8	24	12	44

Protected categories by professional figure and gender

	2021			2022		
	WOMAN	MAN	TOTAL	WOMAN	MAN	TOTAL
Worker	0	1	1	0	1	1
Employee	0	1	1	0	1	1
Grand total	0	2	2	0	2	2

EMPLOYEE TURNOVER

In 2022, Econet increased its workforce by +9% compared to 2021; specifically, there was the hiring of seven employees (especially in the 30-50 age bracket) and the termination of three employees (two of whom were also

in the 30-50 age bracket). The terminations recorded in 2022 are related to two cases of voluntary departures and one case related to the expiry of a fixed-term contract.

TURNOVER 2022

		Overall turnover: +9%
		Men: +14%
		Women: -13%
		Negative turnover : -7%
		Men: -3%
		Women: -25%
		Positive turnover : +16%
		Men: +17%
		Women: +13%

New recruitments

	2021			2022		
	WOMAN	MAN	TOTAL	WOMAN	MAN	TOTAL
<30 years	2	3	5	1	1	2
30-50 years	0	0	5	0	4	4
<50 years	0	1	0	0	1	1
Grand total	2	3	5	1	6	7

Terminations

	2021			2022		
	WOMAN	MAN	TOTAL	WOMAN	MAN	TOTAL
<30 years	0	0	0	1	0	1
30-50 years	0	0	0	1	1	2
<50 years	0	2	0	0	0	0
Grand total	0	0	0	2	1	3

Motivo della cessazione

	2021			2022		
	WOMAN	MAN	TOTAL	WOMAN	MAN	TOTAL
Voluntary exits	0	0	0	2	0	2
End of fixed-term contract	0	2	0	0	1	1
Grand total	0	0	0	2	1	3

Turnover

	2021			2022		
	WOMAN	MAN	TOTAL	WOMAN	MAN	TOTAL
Positive turnover - recruitment	22%	10%	13%	13%	17%	16%
Negative turnover - terminations	0	0	0	-25%	-3%	-7%
Grand total	22%	10%	13%	-13%	14%	9%

Training and skills development



The commitment to human resource development is especially aimed at maintaining **the skills, competencies and knowledge of** each employee throughout their working career, and expanding them to ensure their **professional development**, as well as the effective achievement of the company's objectives. In doing so, Econet pursues a policy based on recognition of one's merit.

In order to ensure proper staff development, the Company has defined a model profile for each company function, whose minimum levels of competence have been set out in a specific company job description and verified during staff recruitment for the assignment of the specific task.

Profiles are checked periodically to ensure that qualifications and authorisations are maintained. In addition, incoming staff and existing staff assigned to new functions are supported by more experienced staff, especially in

technical activities.

Since the Company bases its organisation on the operational and managerial skills of its personnel, it provides its employees with both **mandatory and non-mandatory training** courses, administering both general and specific and technical training, with particular emphasis on training on the Integrated Management System and occupational health and safety training. In fact, the Company has defined a minimum training path for all employees that provides for the transfer of knowledge on topics such as safety, the Quality, Environment and Safety policy, statistical techniques, regulatory compliance with which the company must comply, and specific professional preparation.

Specifically, in the two-year period 2021-2022, in addition to training courses of a general nature, a number of courses specifically aimed at blue collar workers were finalised, including courses on driving second grade steam

generators, driving mobile elevating work platforms, driving self-propelled industrial trucks and hoists, and finally, a training course on the management of dangerous goods in the company (ADR). Last but not least, the company offered a **personal soft skills development programme** for its employees, which covered a variety of areas, including privacy, big data, finance,

programming languages, augmented reality and operating systems, and involved both white and blue collar workers.

In the two-year period 2021-2022, a total of 8,262 hours of training were delivered, of which 8066 hours were delivered in 2021 and 196 in 2022.



Health and safety at work

GRI 403-1 | GRI 403-2 | GRI 403-3 | GRI 403-4 | GRI 403-5
GRI 403-6 | GRI 403-8 | GRI 403-9 | GRI 403-10

As stated in the Company Policy and the Code of Ethics, Econet considers the protection of workers' health and safety to be of primary importance, and for this reason it is constantly

committed to complying with current regulations, continuously improving working conditions, and training and raising the awareness of all personnel on safety issues.



STRATEGIC GUIDELINES FOR HEALTH AND SAFETY

The strategic guidelines guiding the Company on health and safety, formalised within the Company Policy, are as follows:



Improving health and safety performance, reducing and eliminating occupational accidents and diseases, providing safe and healthy working conditions;

Employ all necessary means to ensure compliance with applicable safety legislation by constantly sensitising and training personnel;



Pursue the continuous improvement of working methods and equipment taking into account new technologies for the improvement of health and safety conditions at work;

Promote awareness and training of personnel, so that they can perform their tasks safely and assume their responsibilities in terms of occupational health and safety.



The management of occupational health and safety is therefore an integral and indispensable part of the same strategic management for Econet, which intends to maintain a **positive and**

non-punitive culture on the subject, involving staff and external collaborators in taking a **proactive safety approach**.

THE HEALTH AND SAFETY MANAGEMENT SYSTEM AND RISK ASSESSMENT

Precisely in order to achieve these strategic directions, in 2012 Econet obtained the health and safety certification, namely **OHSAS 18001:2007**, later migrated to the **UNI EN ISO 45001:2018** standard, which enabled it to obtain an Integrated Quality, Environment and Safety System.

In accordance with the latter, Econet arranged for a **risk and opportunity assessment to be carried out**, so that all necessary parameters were in place to safeguard the health and safety of Econet's workers.


This process requires a comprehensive and documented assessment of all risks to the health and safety of workers present within the organisation in which they work and the compliance of the devices used with current safety regulations, all aimed at identifying the appropriate prevention and protection measures and drawing up the programme of measures to ensure the improvement of health and safety levels over time (Art. 2 Legislative Decree 81/08).

Specifically, the risk assessment carried out provided for the identification, evaluation, treatment and monitoring of risks and opportunities; the latter includes

the involvement of company managers and provides, during the management review, for the verification of the effectiveness of the action implemented.

Specifically, the analysis of risks in the field of company health and safety was oriented towards investigating **the risk relating to noise, vibration risk, biological risk, correlated stress, "atex" risk, chemical risk and exposure to electro-magnetic fields**. The analysis of the observed situation, compared with the experience of similar situations, revealed the following potential risk factors for each type:

- **Safety Risks (SI)**: these are risks that determine dangers to the safety of workers (risk of fire, explosions, mechanical risks, use of plant and equipment, structural, etc.);
- **Health Risks (HS)**: are risks that lead to hygienic/occupational health hazards and that result from exposure to chemical, physical or biological Hazard Agents.
- **Transversal Organisational and Management Risks (TOG)**: these are the risks arising from organisational factors.



Work-related stress

Alongside traditional risks, **psycho-social and organisational** risks represent major risks in the likelihood of causing occupational health alterations. These are investigated by Econet by means of a two-level management; first, through the monitoring of objective and verifiable indicators such as **accident rates, absenteeism from work, untaken leave, career development, working hours, work rhythms**. If elements of risk from work-related stress are detected, a subsequent assessment of workers' subjective perception is envisaged, also through focus groups and semi-structured interviews.

KEY FUNCTIONS

The health of Econet's employees is implemented and supervised by designated functions, including the employer, the Prevention and Protection Service Manager (RSPP), the Workers' Safety Representative (RLS), the Competent Doctor (MC), a Radiation Protection Expert (EDR), a Management Systems Manager (HSEQ), the supervisors and an Emergency Team.

In particular, it is the task of the **Head of the Prevention and Protection Service (RSPP)**:

- collaborate in the identification of risks and hazards within each work phase and in the identification of any regulatory updates;
- monitor workers' compliance with occupational safety requirements;
- support management on the continued adequacy of safety documentation;
- support the Management in the preparation of the Risk Assessment Document "DVR".

WORKER PARTICIPATION
AND CONSULTATION

As far as health and safety is concerned, employees are considered by Econet as active figures, from whom the company expects collaboration for safety in the company; all workers are therefore urged to participate in the improvement of procedures and documents; the entire structure put in place in the field of safety is in fact fully implemented when all workers actively collaborate with the employer and represent the first guarantors of safety in the company.

Workers are required to contribute to the fulfilment of the obligations laid down to protect health and safety in the workplace and to observe the provisions and instructions issued by those responsible for them, but also to use equipment, individual safety devices, means of transport and hazardous substances and mixtures correctly. In this regard, employees are given special management and safety procedures, the instructions for which must be scrupulously followed to avoid (or reduce) the possibility of accidents and/or occupational illness, as well as documents containing basic safety concepts.

Precisely for this reason, the elabora-

ted Management System is constantly improved thanks to corrective action reports, annual statistical analyses, but above all thanks to **staff reports**. Workers are in fact placed in a position to report the presence of possible dangers, through various channels such as direct dialogue, appropriate forms or anonymous reports through untraced reporting tools.

There are also **“Stop Work Policies”**, i.e. work stoppage and blocking of activities, should a worker realise that unsafe work is in progress.

Finally, for each negative event that is relevant to safety aspects, a special report is drawn up, containing a detailed report of the event in question. The latter is then shared with the functions concerned, which take note of such events for the improvement of the risk analysis.

HEALTH AND SAFETY TRAINING

In accordance with Econet's relevant procedures, workers are required to participate in education and training programmes organised by the employer. In fact, all Econet employees attend compulsory safety courses on the risks present in the workplace, which are supplemented by specific courses depending on the activities and responsibilities of

the worker, such as courses on the use of specific work equipment (industrial trucks, forklifts and forklifts) or fire-fighting, emergency and first aid courses for certain appointed employees.

Specifically, during the year 2022, 732 hours of occupational health and safety training were provided.

	2021		2022	
	No. of training hours	No. of employees involved	No. of training hours	No. of employees involved
Health and safety general training	16	2	40	5
Health and safety eneral training	192	12	692	14
Total	208	14	732	19

OCCUPATIONAL MEDICINE,
ACCIDENTS AT WORK AND
OCCUPATIONAL DISEASES
SERVICE

In compliance with current regulations, the Company appointed a Competent Doctor who participated in the drafting of the Risk Assessment Document. The Competent Doctor is responsible for carrying out periodic medical examinations

and inspections of workplaces, illustrating the results at the annual periodic meeting attended by the Workers' Safety Representative (RLS).

All Econet workers are subject to health surveillance by the Competent Doctor.

During 2021 and 2022, there were no occupational accidents and injuries and no cases of occupational disease.

06

Responsibility towards the environment



Responsibility towards the environment

GRI 302-1| GRI 306-3| GRI 306-4



The Company is committed to complying with applicable environmental laws and regulations, as well as setting general environmental objectives that refer to improving the organisation's performance, monitoring and mitigating the environmental impacts of its operations.

Containment and control of the impact on the environment made by the

company is therefore a central element of the company mission, as well as an element subject to strict control by the authorising bodies. To achieve this, within the company there are plants designed and built following the best techniques available from the point of view of environmental protection; in fact, the commitment to the environment starts from the design choices even before the operational activities.

STRATEGIC GUIDELINES FOR THE ENVIRONMENT

Precisely within the Company Policy, the Company declares environmental issues as a priority strategic direction:



The will to improve its environmental performance and prevent pollution;

a commitment to employ all necessary means to ensure compliance with applicable legislation and to define operating methods that take into account the environmental aspects of each work activity by constantly raising awareness and training personnel;



the pursuit of careful management of environmental impacts and constant monitoring of the operations carried out in order to bring under control any forms of pollution and emissions into the surrounding environment.

The continuous improvement of working methods and equipment.



In addition, Econet also operates in alignment with the **UNI EN ISO 14001:2015** certification, first obtained in 2007, in order to carefully manage every interaction of the Company with the surrounding environment and to carefully prevent potential negative impacts. Econet is committed to the proper archiving

of all results of planned environmental monitoring activities.

In line with the environmental issues identified as material, the company decided to report on the generated impacts related to electricity consumption, GHG emissions and waste generation.

Energy and energy efficiency

With respect to the subject of energy management, Econet does not fall within the energy-hungry companies according to the parameters established by Legislative Decree 102/2014, but it has nevertheless drawn up the Energy Diagnosis in 2022, embarking on an energy efficiency path to achieve UNI CEI EN ISO 50001:2018 certification by the year 2024.

The Energy Diagnosis is a tool to provide an **in-depth overview of** an industrial activity's **energy consumption in** order to identify and quantify possible and best **energy saving opportunities**. More generally, this analysis has the following objectives:

- Improving energy efficiency
- The reduction of energy supply costs
- Improving environmental sustainability
- The upgrading of the energy system

As far as the energy vectors used by Econet are concerned, they are represented by electricity, **diesel** and **natural gas**, with a clear predominance of electricity requirements. The latter is partly **taken from the grid** and partly **self-generated by the company's photovoltaic plant** with a capacity of 590 kW (divided into two sections, each with a capacity of 440 kW and 50 kW).

Natural gas, on the other hand, is used exclusively for industrial purposes, and its use is only recorded from 2022 onwards, to fuel the new plants built for the realisation of the Econet 2.0 project and, therefore, the expansion of the company and services offered. In particular, in the first part of the year and up to May 2022, its consumption is mainly related to technical tests on the boiler required for its safety, while consumption from May 2022 onwards is related to the actual start-up of operations of the new plants.

Finally, diesel fuel is mainly used for internal transport by the Company's own operating machinery, including heavy vehicles (e.g. forklifts, loaders and mechanical shovels) that support the loading, unloading and handling of waste.

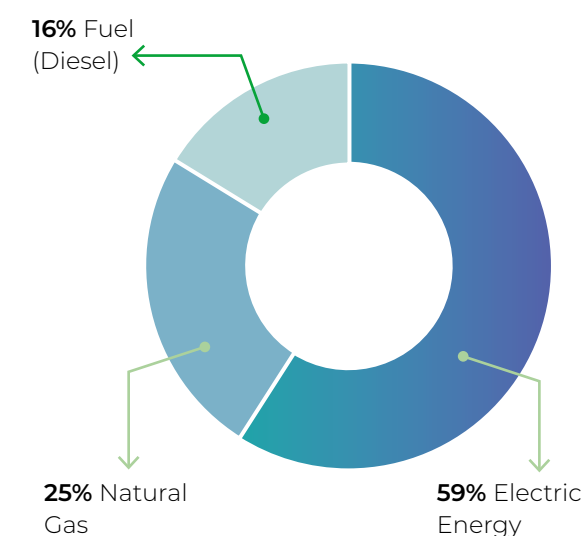
mption), with 9,889 GJ consumed in 2022. Of this, **17% is of renewable origin** thanks to the photovoltaic systems installed.

At the same time, there was also a **27% increase in the amount of electricity produced by photovoltaics between 2021 and 2022**: during 2022, this amounted to 1,705 GJ and of this, 1,691 GJ was self-consumed by the company.

During the reporting period, there was also the activation of utilities linked to the consumption of natural gas, with a consequent increase in the consumption of the latter, while the consumption of diesel for internal logistics remained almost unchanged (with a decrease of about 2%).

In accordance with GRI (disclosure 302-1), the reporting standard used in the preparation of this document, we report consumption also expressed in GJ in the tables below:

% ENERGY CARRIERS - 2022



During the reporting period in question, Econet consumed energy (electricity, natural gas and diesel) totalling **16,751 GJ** in 2022 and 8,889 GJ in 2021 (+88%).

As just mentioned, electricity covers the largest demand (59% of consu-



Air emissions and climate change

GRI 305-1 | GRI 305-2| GRI 305-3

Internal energy consumption within the organisation - Gj ¹	2021	2022
Fuel		
Diesel fuel for internal logistics.	2,775	2,722
Total Fuel (Gj)		
Natural gas		
For industrial uses	1	4,139
Total Natural Gas (Gj)		
Electricity (Gj)		
Electricity purchased from NON-renewable sources	4,842	8,199
Electricity produced by photovoltaic plant - renewable source	1,339	1,705
Electricity produced and sold to the grid	68	14
Total electricity consumed	6,113	9,889
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANISATION	8,889	16,751

¹ Conversion factors:

- Electricity: Calculation with conversion factor Energy kWh/GJ
- Gasoil: Table 1 Resolution EEN 9/11 - EN ISO 3675
- Natural gas: Table 1 Resolution EEN 9/11

As far as emissions are concerned and with particular reference to its environmental impacts, Econet decided to report on its carbon dioxide emissions from greenhouse gases (hereafter GHG – GreenHouse Gases), resulting in the most comprehensive and representative analysis of the company’s Scope 1 and 2 activities.

Being the first reporting, the study carried out and the main results reported below will constitute the baseline for comparison with the company’s subsequent GHG inventories. Below are the subdivisions of the emissions into Scope, which follow the guidelines of the GHG Protocol and are aligned with Categories 1 to 6 of the UNI EN ISO 14064-1:2019 Standard

As far as Econet is concerned, Scope 1 emissions are linked to the consumption of natural gas and diesel fuel, and the amount of tonnes of CO2 equivalent linked to **Scope 1** was **441 tCO2eq in 2022** and 200 tCO2eq in 2021. This

increase, as already explained in the previous paragraphs is essentially linked to the consumption of natural gas, a utility necessarily activated in 2022 linked to the company expansion), with a slight decrease in emissions linked to the consumption of diesel fuel.

Also with regard to **Scope 2**, the amount of tCO2-equivalent emissions recorded is **668 tCO2eq in 2022** and 394 tCO2eq in 2021. This increase is in line with the increase in electricity consumption recorded in the two-year period 2021-2022, as highlighted in the previous paragraph.

However, the importance of the presence of a **photovoltaic system**, which **allowed Econet to avoid 138 tonnes of CO2 equivalent, is again** emphasised².

The management of water resources

In accordance with the requirements of GRI (Disclosure 305-1 and 305-2), data on emissions from Econet’s activities in the years 2021-2022 are reported:

Scope 1	GHG emissions Scope 1 – tCO ₂ eq ³		
	2021	2022	
	Natural gas	-	245
	Diesel fuel	200	196
	Total Scope 1	200	441
Scope 2	GHG emissions Scope 2 – tCO ₂ eq ⁴		
	2021	2022	
	Purchased electricity	394	668
	Total Scope 2	394	668
Total	GHG emissions Scope 1 and 2 – tCO ₂ eq		
	2021	2022	
	Scope 1	200	441
	Scope 2	394	668
	Total Scope 1 and 2	594	1.109

² The avoided emissions were calculated as the difference between the emissions that would have been caused by purchasing electricity from the grid (ISPRA conversion factor 0.0002933 tCO₂/kWh) and the zero impact that electricity production from photovoltaics has as direct emissions.

³ Source of emission factors Scope 1:

- Natural gas: DEFRA 2022
- Diesel: DEFRA 2022

⁴ Source of emission factors Scope 2:

- Electricity: emission factor relating to electricity consumption (forecast data for the year 2022) given in ISPRA Report 386/2023.

The water resource is marked by careful and responsible management by Econet. In fact, since the design of the production site, the company has characterised the outdoor and indoor areas with industrial flooring with a high impermeability coefficient, while at the same time recovering part of the water deriving from atmospheric precipitation through a process of conveyance and subsequent treatment.

During 2022, a total of 25 megalitres of water were withdrawn, and consumption was almost unchanged compared to 2021 (when 23 megalitres were recorded). Specifically, this consumption consists of approximately 23 megalitres from **mains water** withdrawal and approximately 2 megalitres of **osmosis water**; the latter represents water recovered from the chemical-physical treatment of liquid waste, which is reused as industrial water in internal processes such as the preparation of reagents for waste treatment.

Water withdrawal (m ³)		
	2021	2022
Mains water	13.793	23.019
Osmosis water	8.912	2.166
Total water withdrawal	22.705	25.185

Finally, water and soil pollution is also taken into account and managed firstly through the placement of a suitable geomembrane under the floor of the industrial hall, which has the task of preventing pollutants from reaching the soil through any cracks in the floor, and through the placement of piezometric wells in the area of the plants, in order to monitor the quality of the groundwater and detect any pollution phenomena in time.



Waste management: the company's core business

Waste management represents the business activity of Econet, which over the years has established itself as a reference reality also at national level for the activities, technologies and services performed. From the initial management of treatment plants for third parties, Econet has in fact evolved and improved, imposing itself as a true **multifunctional platform**, characterised by different treatment lines capable of handling different types of special waste, including hazardous waste. In fact, solid, muddy and liquid matrices are managed within Econet, within plants that, in compliance with all applicable regulations, have obtained integrated authorisation from the Region of Calabria for waste valorisation and treatment activities; this allows the Company to optimally manage waste according to EWC Codes, linked to the European waste register.

Econet is enrolled in the **National Register of Environmental Managers** established by Legislative Decree 152/06

(category 8B) and has a permit for **2,000 tonnes/day** for preliminary storage, preliminary reconditioning, grouping and reserving activities, while for intermediation activities it has a permit for **200,000 tonnes/year** of waste.

In order to obtain authorisation from the Region, the Company also carried out an **environmental impact analysis**, assessing the possible interferences with the environment resulting from the construction and operation phases of the planned works.

INCOMING AND INTERMEDIATE WASTE

The following tables show the data on waste processed and intermediated by Econet during the two-year period covered by this document. The data presented were taken from the company's internal management systems.



In 2022, incoming waste amounted to 342,652 tonnes (+6% compared to 2021, when 321,816 tonnes were recorded), of which 111,595 tonnes was hazardous waste and 231,057 tonnes non-hazardous waste.

Compared to the previous year, **the share of hazardous waste treated increased (+39%, 80,556 tonnes)**, while the **share of non-hazardous waste decreased slightly (-4%, 241,260,215 tonnes).**

The table below details the waste received and processed by the Company and the relative quantity based on the classification into **macro-categories** and **classes** relative to the EWC Code. The first

is determined by the very nature of the code and can be summarised as follows:

- **Category 1:** waste immediately attributable to the source generating the waste (EWC 1-12 + EWC 17-20)
- **Category 2:** Oils, solvents and packaging (EWC 13-14-15)
- **Category 3:** waste not otherwise specified in the list (EWC 16).

Class categorisation is provided by the first two digits of the EWC Code and the related categories are shown in the table below:

MACRO-CATEGORY	CLASS	CATEGORY	ton 2021	ton 2022
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	01	waste from prospecting, mining, quarrying, physical and chemical processing of minerals	1,199	5,313
	02	wastes from agriculture, horticulture, aquaculture, forestry, hunting and fishing food processing and preparation	525	630
	03	waste from wood processing and the production of panels, furniture, pulp, paper and cardboard	1	0
	04	waste from leather and textile processing	445	401
	05	waste from petroleum refining, natural gas purification and pyrolytic treatment of coal	2,443	3,632
	06	waste from industrial chemical processes	2,160	2,391
	07	waste from organic chemical processes	2,160	1593
	08	wastes from the manufacture, formulation, supply and use of coatings (paints, varnishes and glazes), adhesives, sealants and printing inks	205	326
	09	photographic industry waste	16	41
	10	waste from thermal processes	3,018	7,665
	11	wastes from chemical surface treatment and coating of metals and other materials; non-ferrous hydrometallurgy	131	170
	12	wastes from physical and mechanical surface treatment and processing of metals and plastics	1,255	1,139
OILS, SOLVENTS AND PACKAGING	13	spent oils and liquid fuel residues (except fuel oils and oils in Chapters 05, 12 and 19)	23454	37,847
	14	solvents, refrigerants, waste propellants (except 07 and 08)	15	17
	15	packaging waste, absorbents, rags, filter materials and protective clothing (not otherwise specified)	1,122	1,340
NOT SPECIFIED	16	wastes not otherwise specified in the list	200,101	174,298

MACRO-CATEGORY	CLASS	CATEGORY	ton 2021	ton 2022
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	17	waste from construction and demolition operations (including soil from contaminated sites)	7,071	9,070
	18	waste from the health and veterinary sector or from related research activities (except kitchen and restaurant waste not directly from therapeutic treatment)	141	179
	19	wastes from waste treatment plants, off-site wastewater treatment plants, as well as from the drinking water treatment and preparation of water for industrial use	66,051	86,237
	20	municipal waste (household and assimilated waste from commercial and industrial activities, as well as from institutions) including separately collected waste	10,304	10,365
	TOTAL		321,816	342,652

In addition to the incoming waste directly treated by Econet, **the company also brokered without holding 58,437 tonnes of waste in 2022**; this figure is also up from 2021, when it was 39,680 tonnes (thus an increase of 47%). Of this, almost all is non-hazardous brokered waste, i.e. 95%.

Also for this type of waste, the macro-categories and classes of the main waste

brokered are shown below, with the reference quantity. As can be seen, the main category is class 17, in the case of Econet more specifically consisting of waste such as cement, bituminous mixtures, soil and rocks containing hazardous substances and mixed waste from construction and demolition activities.

MACRO-CATEGORY	CLASS	CATEGORY	ton 2021	ton 2022
WASTE THAT CAN BE IMMEDIATELY ASSOCIATED WITH THE SOURCE GENERATING THE WASTE	02	Wastes from agriculture, horticulture, aquaculture, forestry, hunting and fishing food processing and preparation	125	0
	05	Waste from oil refining, natural gas purification and pyrolytic treatment of coal	122	569
	07	Waste from organic chemical processes	292	253
	17	Waste from construction and demolition operations (including soil from contaminated sites)	38,952	56,697
	19	Wastes from waste treatment plants, off-site wastewater treatment plants, as well as from the purification of water and its preparation for industrial use	1	28
	20	Municipal waste (household and assimilated waste from commercial and industrial activities, as well as from institutions) including separately collected waste	1	14
OILS, SOLVENTS AND PACKAGING	13	Spent oils and liquid fuel residues (except fuel oils and oils in Chapters 05, 12 and 19)	23	21
WASTES NOT OTHERWISE SPECIFIED IN THE LIST	16	wastes not otherwise specified in the list	164	855



07

GRI Table of Contents and Correlation Table



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environment
from all
points of view.**