

**Sustainability
Report**
2024

TORNI
AUTOMATICI SRL

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LENNART MARCO and DAVID ANTERO FERRARO, the owners of the company founded in 1965

01 Introduction

Torni Automatici S.r.l., with over 55 years of experience in the precision machining sector, has published its first Sustainability Report, marking a fundamental step towards more transparent and responsible business management.

Founded on values of excellence, innovation and quality, the company has been able to evolve over time, increasingly integrating the principles of sustainability into its daily operations. This report represents not only an account of the actions taken, but also a concrete commitment to the future, aimed at creating a positive and lasting impact on the environment and society.

Torni Automatici's approach to sustainability is based on three main pillars: attention to the environment, care for people and ethical business management. The company is committed to reducing its CO₂ emissions through the adoption of innovative technologies and the use of energy from renewable sources, actively contributing to the fight against climate change. In parallel, it has developed an inclusive, safe and stimulating

work environment, which values diversity and promotes the well-being of employees, recognizing their essential contribution to the achievement of the company's objectives and maintenance of high quality standards. Torni Automatici does not limit itself to complying with regulations but aspires to be a point of reference for the sector, demonstrating that an ethical and sustainable business model is not only possible, but also advantageous.

In a context where global challenges related to climate, social justice and economic sustainability are increasingly urgent, Torni Automatici aims to be a driving force for positive change.

The Sustainability Report is an invitation to all stakeholders, internal and external, to actively participate in this process, recognizing the shared value that can be generated through responsible and informed choices.

The timeline of Torni Automatici highlights the milestones of business development. The company was founded in Sweden in 1965, and then returned to Italy in 1973. A significant moment came in 1993 with the purchase of the first CNC machine, marking the beginning of automation in production processes.

In 1999, Torni Automatici moved to Romano d'Ezzelino, starting a new phase of growth with a staff of 13 employees. In 2000, the company obtained the ISO9001 certification, followed in 2007 by the ISO14001, OHSAS18001 and SA8000 certifications, affirming its commitment to quality, safety and social responsibility. In the

same year, Torni Automatici began to use clean energy, coming 100% from renewable sources.

In 2008, a returnable system was adopted to optimize packaging management. This system involves the recovery and reuse of packaging, thus reducing the waste produced and the environmental impact associated with the use of single-use packaging. In addition, the company reaches 4th employees and implements the first automated vertical warehouse, optimizing storage space and improving efficiency in material management. Thanks to automation, the system allows you to reduce the time it takes to access and handle products.

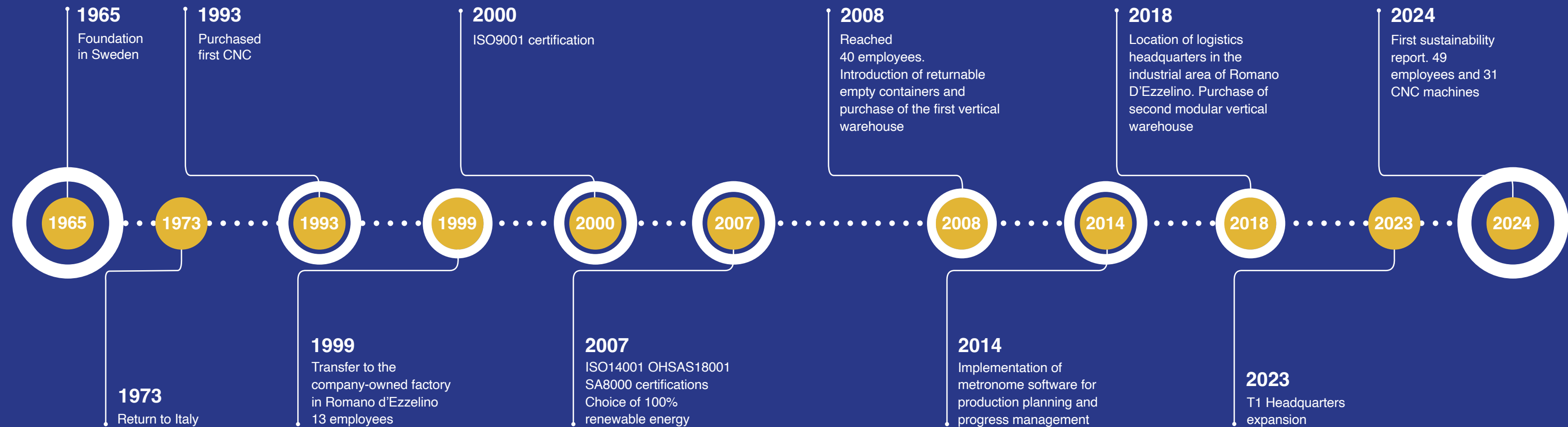
Other milestones include, in 2014 Torni Automatici concludes the implementation of the Metronome software for production planning, to be able to better plan and manage the management of orders, orders, internal and external production phases and much more.

The new logistics hub was implemented to transfer the handling of goods, including truck transits, outside the headquarters, located in an area of significant landscape and environmental value.

In addition, in 2018 the logistical relocation and the purchase of a second warehouse took place. In 2023, the company expanded its production

site to improve employee and office space. The timeline concludes with the achievement, by 2024, of 49 employees and 31 CNC machines in operation, confirming the constant commitment to innovation and sustainability.

The history



02

Governance and Certifications

Torni Automatici takes a rigorous approach to governance, integrating the principles of sustainability and transparency into its operations. Over the years, the company has obtained several certifications that demonstrate its commitment to quality, safety and social responsibility.

In addition, in 2021 Torni Automatici obtained the Legality Rating with a score of ★★+, a recognition granted by the Italian Competition Authority (AGCM) which certifies compliance with

high standards in terms of legality, transparency and social responsibility.

This recognition strengthens the trust of customers and partners, consolidating the reputation of Torni Automatica as an ethical and reliable company. The certifications achieved testify to the company's integrated approach to the responsible management of its activities, demonstrating an unwavering commitment to quality, the environment and social responsibility.

ISO 9001 • QUALITY •

Obtained in 2007, this certification attests to Torni Automatici's commitment to managing the quality of processes and products, ensuring constant improvement and continuous attention to customer satisfaction.

ISO 14001 • ENVIRONMENT •

Since 2008, Torni Automatici has been ISO 14001 certified, which recognizes the company's environmental management system. This certification attests to the commitment to monitoring and reducing environmental impacts, through an efficient use of resources and responsible management of emissions and waste.



SA 8000

• SOCIAL RESPONSIBILITY •

Torni Automatici obtained the SA8000 certification in 2007, attesting to its commitment to workers' rights and decent working conditions. Although the company has chosen not to renew its certification in 2023, it continues to maintain the high ethical and social standards acquired during the certification period, integrating them into its daily practices.

ISO 45001

• OCCUPATIONAL HEALTH AND SAFETY •

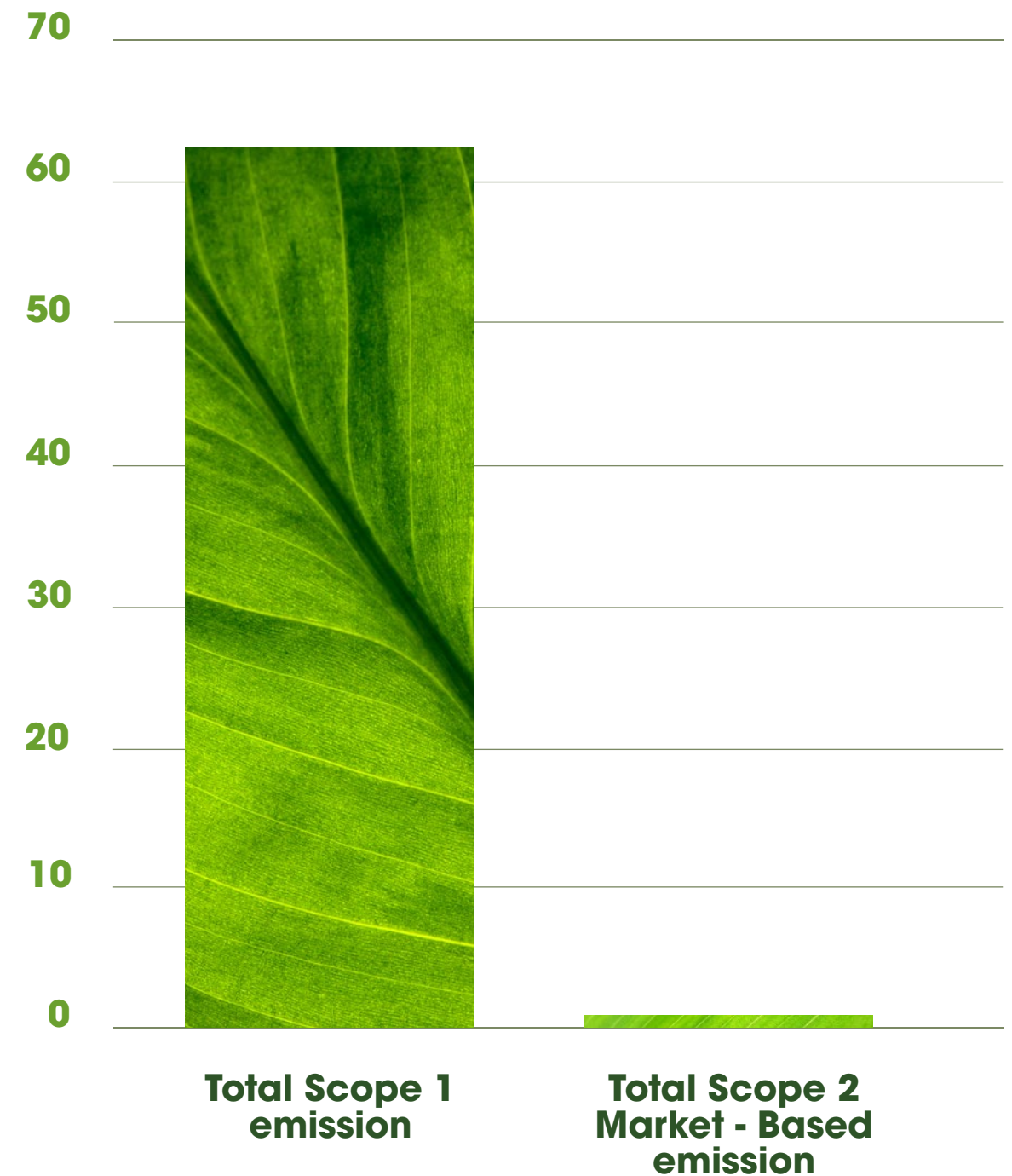
Obtained in 2008, this certification demonstrates Torni Automatici's attention to worker safety. The safety management system adopted not only meets, but exceeds regulatory requirements, ensuring a safe working environment and minimizing the risks of accidents.

03

Environmental Sustainability

- **Use of energy from renewable sources:** Since 2008, Torni Automatici has been using only electricity from renewable sources, eliminating indirect Scope 2 emissions. In 2023, the company purchased Guarantees of Origin (GO), which certify the use of sustainable energy and contribute to the overall reduction of CO₂ emissions.

Scope 1 and 2 emissions 2023



3.1. Reducing Emissions and Using Renewable Energy

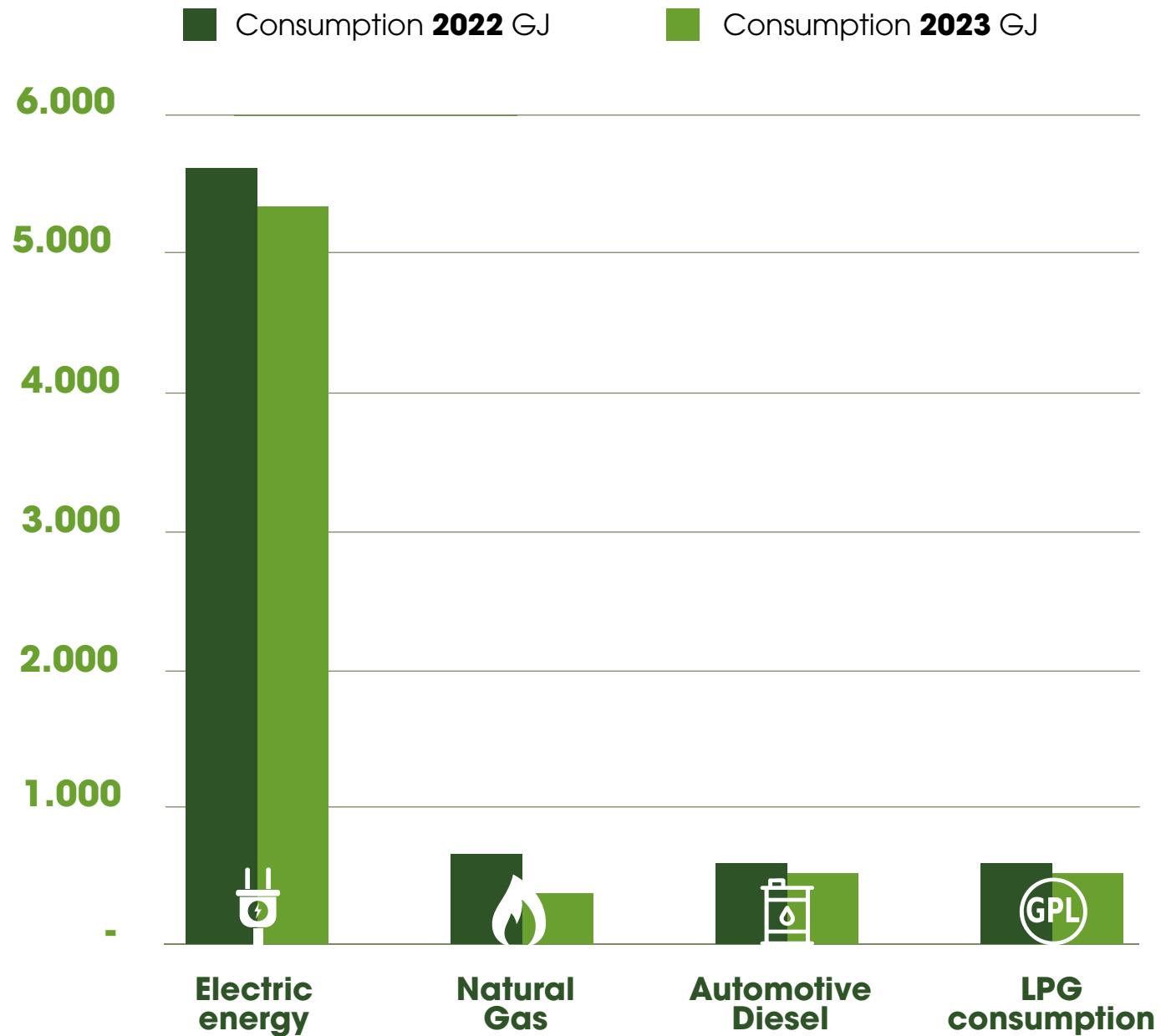
Lathes Automatic has taken concrete measures to reduce greenhouse gas emissions, achieving significant results. Total emissions (Scope 1 and Scope 2 market-based) decreased from 92 tons of CO₂ in 2022 to 70 tons in 2023, marking a reduction of 24%.

These results have been achieved thanks to:

- **Energy Efficiency of Machinery:** The company has invested in the renewal of its machine park, introducing the latest generation CNC machining centers, which consume less energy per unit of production. CNC machines, thanks to computerized programming, allow complex operations to be performed with less waste of energy. This led to a reduction in total energy consumption of 12% in 2023 compared to 2022.

- **Reduction in Methane Gas Consumption:** Torni Automatici reduced methane gas consumption by 48% compared to the previous year, from 21,289 Sm³ in 2022 to 11,055 Sm³ in 2023. The milder winter has made it possible to significantly reduce direct CO₂ emissions.

Consumption of energy carriers 2022-2023

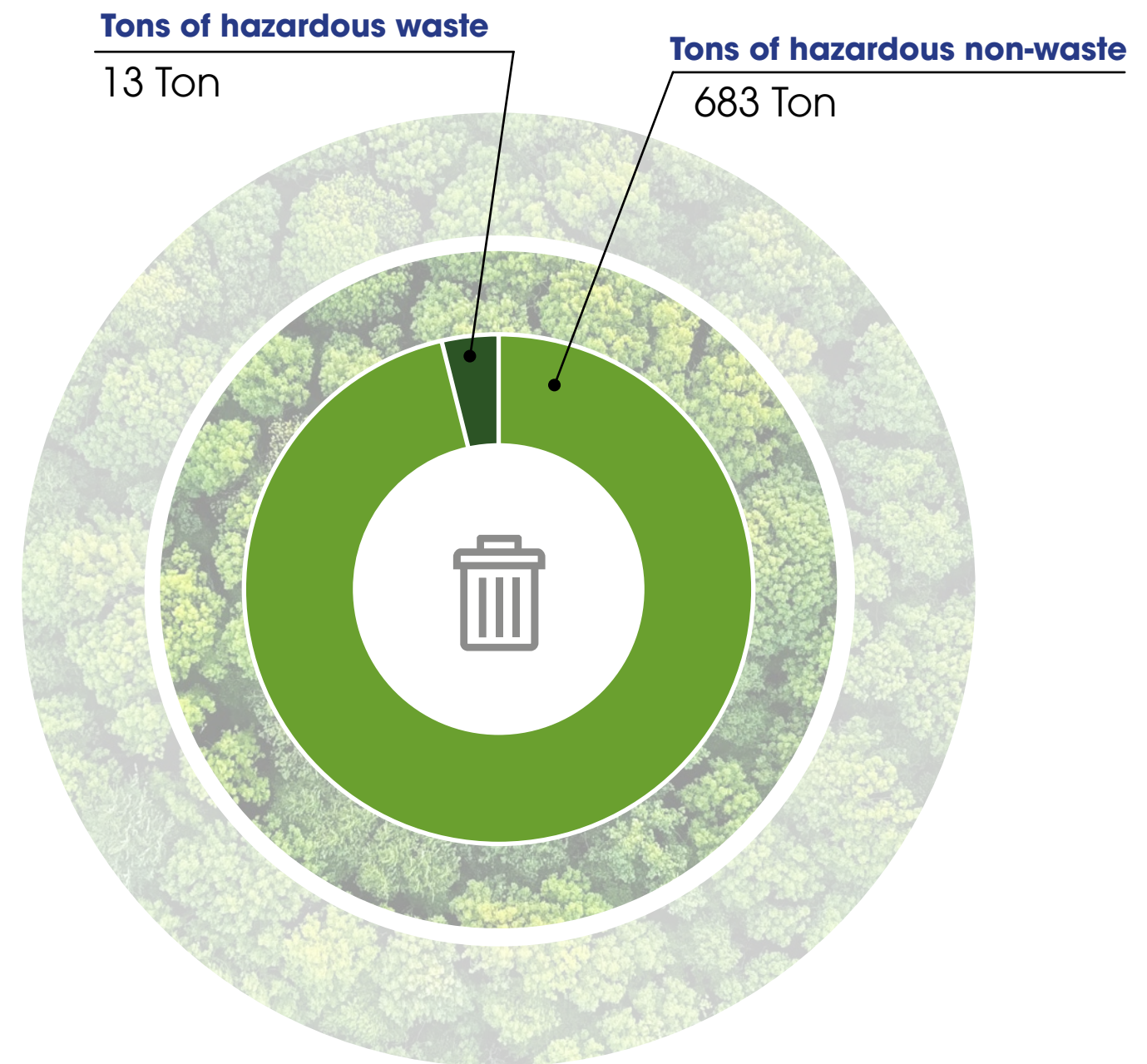


The graph above illustrates the consumption of the energy carriers used by Torni Automatici in the reporting period of the Sustainability Report. The comparison between the consumption of purchased electricity, natural gas (methane), diesel for transport and LPG (liquefied petroleum gas), expressed in GJ, is highlighted. The graph shows an overall reduction in energy consumption between the two years, reflecting the company's commitment to more efficient management of energy resources.

3.2. Waste Management

Waste management is one of the central aspects of Torni Automatici's environmental policy. In 2023, the company reduced its overall waste production by 11%, thanks to optimized production processes and efficient resource management.

Waste production 2023



Key enhancements include:

- **Reduction of Metal Waste:** The production of ferrous chips and filings decreased from 51,513 tons in 2022 to 42,372 tons in 2023, thanks to the adoption of more efficient technologies and improved better management of incoming raw material. This has helped to reduce the environmental impact of waste and improve material recovery.
- **Recovery and Reuse of Oily Emulsions:** In 2023, the company used 227 tons of emulsifying solution produced with fresh oil and recovered an additional 53 tons by reusing emulsions already used. Thanks to an efficient recovery and recycling plant, the emulsion is collected and reintroduced into the production cycle. This circular approach minimizes the company's environmental impact, reduces the need for new materials and decreases the amount of waste, promoting a more sustainable management of available resources.
- **Returnable Systems for Packaging:** Torni Automatici has implemented a returnable system for product packaging, by means of reusable containers reducing waste and minimizing the impact the environmental impact of packaging. This system not only promotes sustainability, but also helps to reduce operating costs.

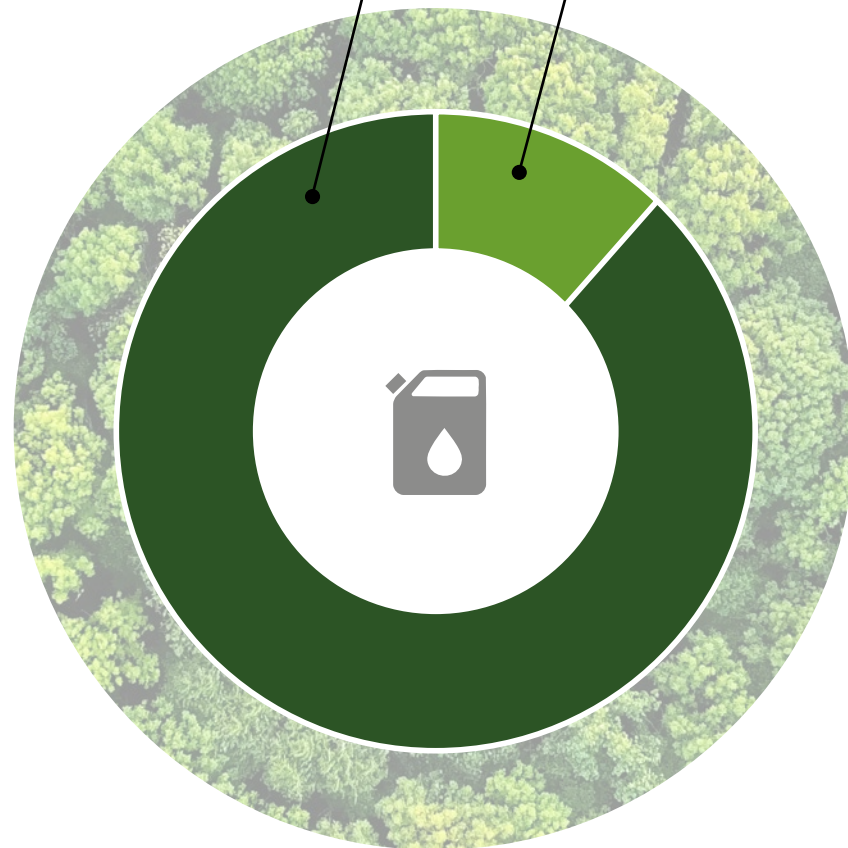
Emulsion consumption 2023

Fresh emulsifiable solution

81%

Recoverable emulsifiable solution

19%



Environmental Sustainability



4.1. Diversity and Inclusion

The company values diversity and promotes an inclusive work environment. In 2023, 39% of employees were over 50 years old, 50% were in the 30-50 age group, and 11% were under 30. This age mix fosters a company culture rich in experience and innovation. In addition, Torni Automatici S.r.l. has recorded an increase in the presence of women, which has gone from 28% to 30%. The company continues to promote gender equality also in technical and operational roles, contributing to a more balanced and inclusive work environment.

Age diversity 2023

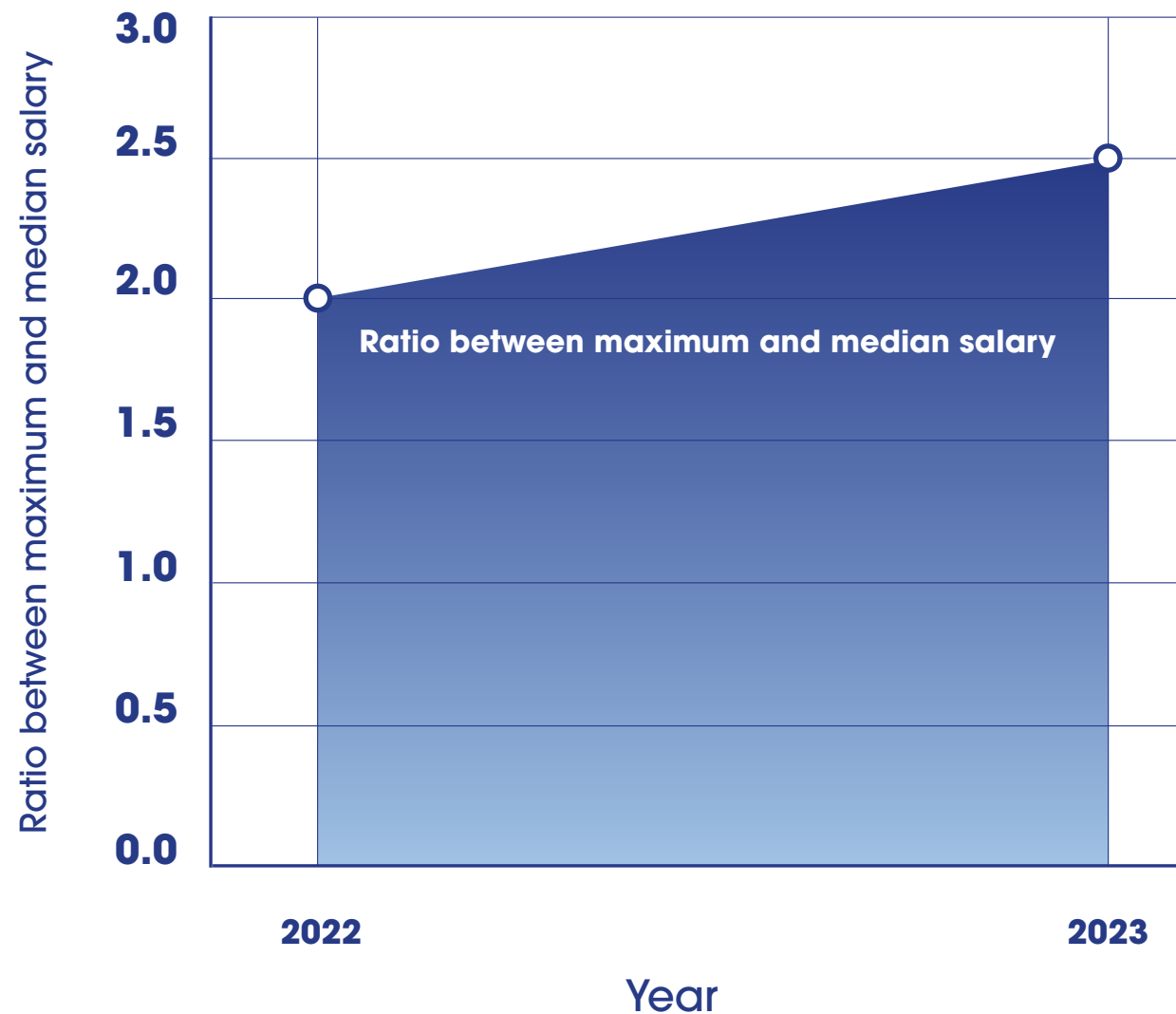


Social Sustainability

4.2. Equal Pay

To ensure pay equity within Torni Automatici S.r.l., the ratio between the pay of the highest-paid individual and the median of employee pay is monitored. The increase in this ratio between 2022 and 2023 reflects the normal salary advancements provided for by the CCNL, but the overall value remains contained, demonstrating the company's commitment to maintaining a fair distribution of pay, ensuring that wage differences are justified and proportionate to the responsibilities held.

Trend of the Ratio Between Maximum and Median Salary (2022-2023)



4.3. Employee Training and Development

Continuous training is a fundamental pillar for Torni Automatici, which constantly invests in the development of its employees' skills. Between 2022 and 2023, Torni Automatici dedicated 1059 hours to training, divided between technical topics, soft skills and safety at work. These training courses were delivered both through qualified internal staff and with the support of external bodies, demonstrating the company's commitment to ensuring a stimulating and safe working environment.

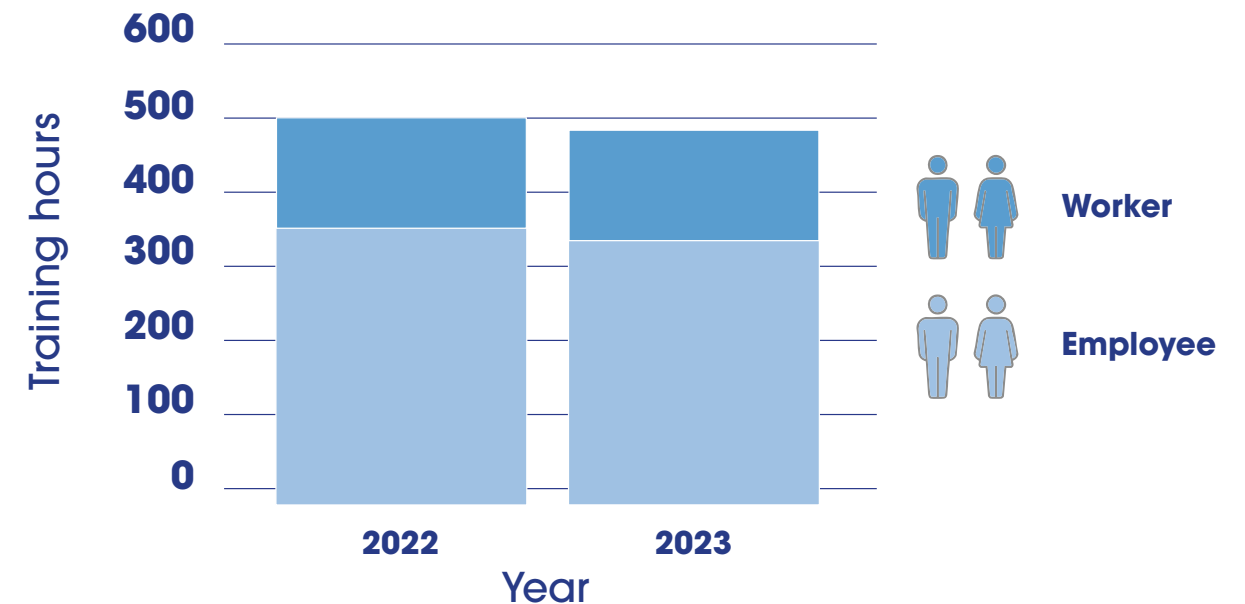
Among the most significant training courses of 2022 and 2023, the following stand out:

- **Technical Training:** The company has organized specific courses on metrology, advanced use of Excel, Power BI, and software integration, with the aim of improving operational efficiency and business data management. These courses boosted employees' technical skills, allowing them to use advanced technology tools more effectively.
- **Environmental Training:** Great attention has been paid to environmental issues, with courses dedicated to waste management

and understanding the chemical-physical characteristics of oily emulsions. These interventions have made operators aware of the reduction of the environmental impact of production processes, promoting greater awareness and ecological responsibility.

- **Soft Skills and Well-being:** Torni Automatici S.r.l. has given particular emphasis to soft skills, with team building sessions and courses on psychosocial well-being. One of the most appreciated interventions was the Coaching project, launched in collaboration with the work psychologist, focused on effective communication techniques and the improvement of relationships between colleagues.
- **Sustainability Pills:** A unique and innovative training course, divided into five meetings, which involved almost 50% of employees, offering insights into various aspects of sustainability, such as the concept of sustainability and the UN 2030 Agenda, sustainable nutrition, good and bad stress, the circular economy and the environmental impact of digital. This program has helped to spread a sustainable culture within the company, encouraging employees to become protagonists of change.

Training hours provided 2022-2023



4.4. Psychological Support and Employee Well-Being

Since 2017, Torni Automatici S.r.l. has introduced the figure of the occupational psychologist to improve the well-being of its employees, both personally and professionally.

This service offers psychological support, coaching, counseling and group meetings, helping to create an inclusive and collaborative work environment.

The psychologist supports management in the analysis of organizational behavior, supporting the redefinition of roles and intervening in internal dynamics. This figure has become a reference for employees, promoting personal and professional growth, improving individual and team performance and strengthening the corporate values of respect and cooperation.

4.5. Health and Safety

Torni Automatici S.r.l. recorded a zero-accident rate in 2023. This result has been achieved thanks to constant investment in staff education and training, involving all stakeholders in a process of continuous improvement.

The company has adopted an approach based on "Behavior Based Safety", a control system that encourages safe behavior and empowers workers.

Through the promotion of the best operating practices and the strengthening of relationships between colleagues, Torni Automatici S.r.l. has fostered a safer and more collaborative work environment.



In 2023, Torni Automatici S.r.l. donated a total of €13,932 to several non-profit associations, supporting projects that promote social and environmental well-being.

Donations were mainly aimed at sports and social associations, contributing significantly to the life of the local community.

Among the **sports associations supported**, the following stand out:



Planet Fighters of Gorizia and Monfalcone: A sports association dedicated to boxing, committed to offering a valid opportunity for personal growth for young people and adults, promoting the sport as an alternative to violence and social degradation.



Asolo Golf Club: A center of excellence located in the hills of Asolo, which in addition to being a reference point for golf enthusiasts, also houses an academy for young athletes, promoting fair play and integration through sport.

As far as **social support** is concerned, Torni Automatici has supported:



The Parishes of Romano d'Ezzelino: The support to local parishes has allowed the organization of traditional village festivals, events that play a crucial role in the cohesion and well-being of the community.



La Caramella Buona: An association that works in the protection of minors and victims of abuse, providing legal and psychological support to families in difficulty and promoting educational projects to prevent violence.



L'Apostrofo Social Cooperative: Since 2008, Torni Automatici has been collaborating with this social cooperative, entrusting assembly and packaging activities to people with disabilities or in situations of social hardship, thus promoting work inclusion and improving the quality of life.

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