

The cover features a dark blue background with abstract, overlapping circular shapes in various shades of blue and grey. A large, light grey circle is prominent in the lower right, containing the title text. The overall aesthetic is modern and industrial.

**Sustainability
Report**
2024

TORNI
AUTOMATICI SRL

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01

Introduction



Introduction

In 2024, Torni Automatici S.r.l. continued its sustainability journey with the publication of the second Sustainability Report. The report represents an important moment of reflection and dialogue with stakeholders, offering a clear view of the progress achieved, the strategic choices made, and the way environmental, social and ethical considerations shape everyday business decisions.

Starting in 2024, the corporate structure was bolstered by the arrival of new partner Roberto Marchiori, leading to an update of the shareholder and ownership structure. Over the course of the year, Torni Automatici further strengthened its commitment to responsible resource management and the reduction of environmental impacts.

Efforts focused on improving production efficiency, curbing consumption and adopting solutions aligned with continuous improvement. These actions reflect a broader vision that considers not only operational needs, but also the local area in which the company operates and the responsibilities that come with it.

At the same time, 2024 confirmed the company's focus on people, regarded as the true driving force of the organization. Promoting a safe, inclusive and respectful workplace, while supporting employee well-being and professional development, remains central to the company's long-term stability and continuity. For Torni Automatici, sustainability is first and foremost about relationships: both along the supply chain and within the wider community. Ongoing dialogue with customers, suppliers, institutions and local stakeholders remains a cornerstone, together with a strong commitment to legality, fairness and transparency.

In a rapidly evolving economic and social landscape, the company reaffirms its intention to grow responsibly, combining industrial tradition with innovation and steadily building a solid, reliable and future-oriented business model.



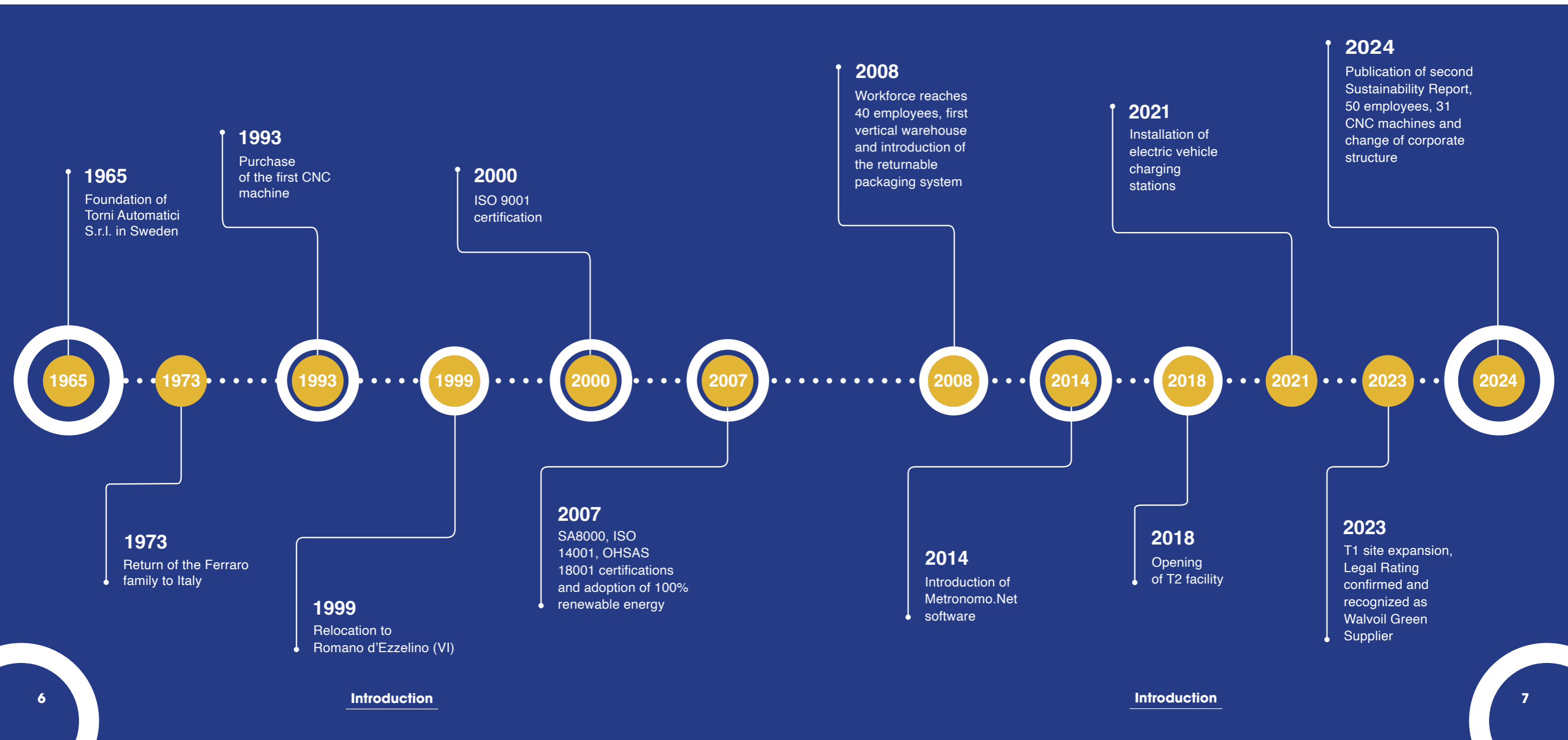
ROBERTO MARCHIORI, LENNART MARCO FERRARO and DAVID ANTERO FERRARO partners of Torni Automatici srl.

Torni Automatici's story began in Sweden in 1965 and continued in Italy following the Ferraro family's return in 1973. The purchase of the first CNC machine in 1993 marked the definitive shift toward industrial automation, leading in 1999 to the consolidation of operations at the current site in Romano d'Ezzelino. The first two decades of the 2000s were characterized by a structured certification and efficient pathway,

with the achievement of ISO 9001, ISO 14001, ISO 45001 and SA8000 certifications. In parallel, the company made an early and concrete commitment to sustainability, sourcing 100% renewable electricity as early as 2007 and introducing a reusable packaging system (deposit-return scheme) in 2008 to reduce packaging-related environmental impacts. Between 2014 and 2018, innovation

focused on logistics: the adoption of the Metronomo software and the creation of a dedicated logistics hub optimized goods management and shifted heavy-vehicle traffic away from the production site, helping protect the surrounding landscape. The consolidation path continued in 2023 with the expansion of offices and production facilities, aimed at improving employee

wellbeing. Today, the company employs 49 people and operates 31 CNC machines, confirming a solid growth trajectory fully aligned with its sustainability values.



02

Governance and Certifications

Torni Automatici adopts a governance model based on transparency and responsibility, integrating sustainability principles into its management approach. The robustness of this model is demonstrated by a comprehensive set of internationally recognized certifications that validate company performance across multiple areas.

Complementing this framework, in 2021 Torni Automatici received a ★★+ Legal Rating from

the Italian Competition Authority (AGCM), recognizing the company's ethical conduct, transparency and compliance in market practices.

Together, these achievements confirm Torni Automatici's role as a reliable partner capable of generating shared value for the local area and all stakeholders.

ISO 9001 • QUALITY •

Achieved in 2007, this certification ensures continuous monitoring of production processes and a strong focus on excellence with the aim of delivering high-quality products and maximum customer satisfaction.

ISO 14001 • ENVIRONMENT •

In place since 2008, it guides environmental protection strategies and certifies a responsible approach to resource management, waste reduction and emissions control.



SA 8000 • SOCIAL ACCOUNTABILITY •

Obtained in 2007, it formalized the company's commitment to fairness and dignity at work. Although the certification was not formally renewed in 2023, the ethical principles and high social standards developed over the years remain an integral part of daily operations.

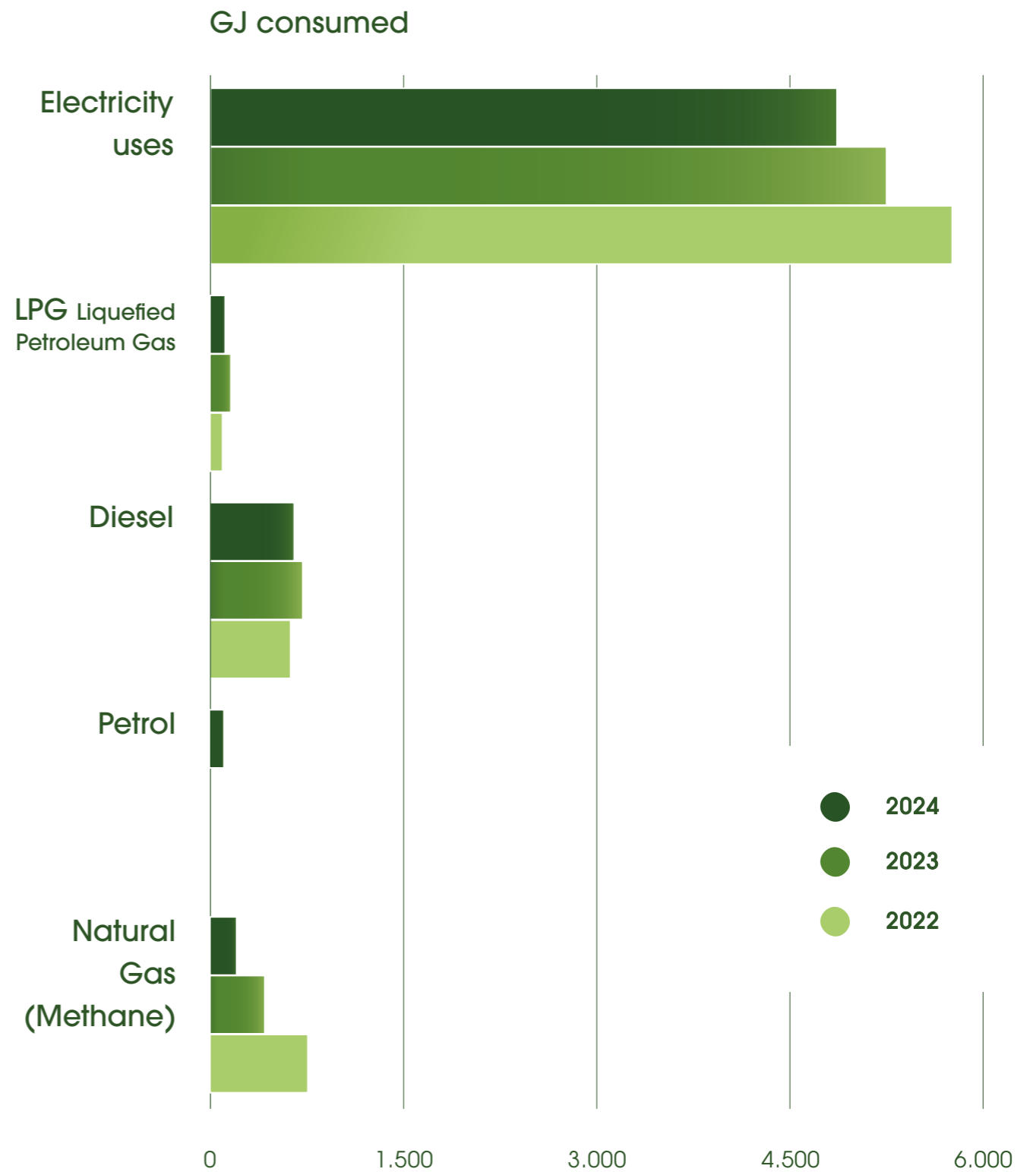
ISO 45001 • OCCUPATIONAL HEALTH AND SAFETY •

Active since 2008, it safeguards employee health and safety through protocols that go beyond mere legal compliance, promoting a proactive culture of risk prevention.

03

Environmental Sustainability

Graphic Energy consumption



3.1. Energy consumption and emissions

In 2024, Torni Automatici consolidated its energy efficiency and emissions reduction efforts, achieving a 7% decrease in total energy consumption compared to the previous year, from 6.486 GJ to 6.032 GJ.

This improvement is largely driven by a 41% reduction in natural gas consumption (from 11.055 to 6.465 Sm³), which had a significant impact on Scope 1 emissions. LPG use also declined by 18%, while fuel consumption for company vehicles remained stable despite an expanded fleet.

As a result, total Scope 1 and 2 emissions calculated using the location-based method

fell by 18%, from 427 to 349 tons of CO₂. Market-based emissions decreased by 6%, confirming the benefits of sourcing 100% renewable electricity.

Overall, 2024 results reinforce an improvement trend already underway and demonstrate how the adoption of more efficient technologies, combined with careful energy management, can deliver measurable environmental benefits even amid changing production volumes.

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combined with careful energy management, can deliver measurable environmental benefits even amid changing production volumes.

3.2. Other air pollutant emissions

In line with its UNI EN ISO 14001:2015 certified Environmental Management System and as a company subject to an Integrated Environmental Authorization (AUA), Torni Automatici S.r.l. systematically monitors air emissions generated by its production activities. As part of this structured and transparent approach to environmental management, the company has decided to include in its 2024 Sustainability Report specific data on Volatile Organic Compounds (VOCs), which are considered a relevant indicator for assessing environmental performance.

Over the 2022–2024 period, VOC emissions remained at very low levels and consistently well below the thresholds established by applicable regulations and the AUA. Reported values amounted to 0,0093 tons in 2022, 0,0024 tons in 2023 and 0,0090 tons in 2024.

The increase observed in the most recent year falls within normal operational variability and was continuously monitored, without giving rise to any non-compliance.

Graphic Total emissions (Scope 1 and scope 2)

unit of measurement: tons of CO2

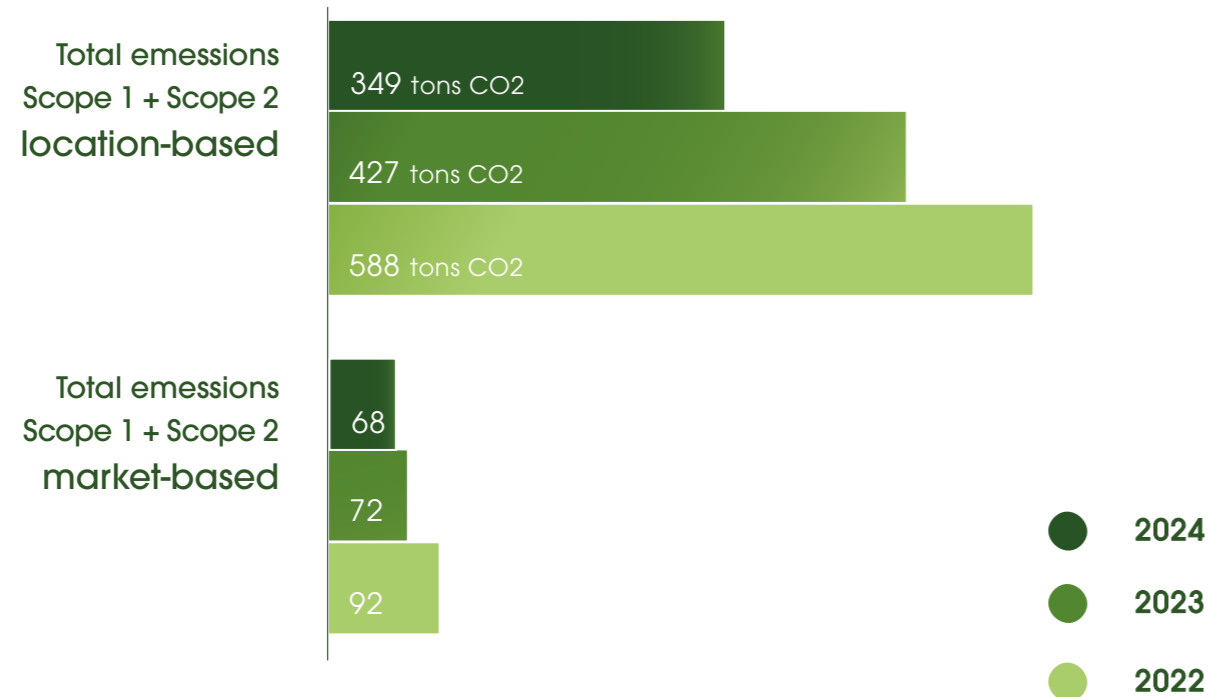


Table 1 VOC emissions into the atmosphere

	Unit of measurement	2022	2023	2024
V.O.C	Tons	0,0093	0,0024	0,0090

With a view to continuous improvement, in 2024 the company also launched a renewal project for the degreasing phase, aimed at introducing a more modern and environmentally sustainable technology. During the final months of the year, discussions were initiated with a specialized supplier for the acquisition of a new system based on modified alcohols, which will initially operate alongside the existing equipment during a testing and transition phase. Following the definition of the commercial arrangements,

an application for a substantial amendment to the AUA was submitted to the Province of Vicenza, as a prerequisite for the installation of the new system, scheduled for March 2025. This initiative represents a concrete step toward progressively reducing the environmental impact of production processes and phasing out substances with higher environmental impact.

3.3. Increased use of top-up emulsions

Optimizing the life cycle of industrial fluids was one of the most significant management achievements of the year. Enhanced internal recovery systems enabled Torni Automatici to reduce oil purchases by 25% and cut the use of fresh oil emulsions by 74%, prioritizing the reuse of materials already circulating within the production system.

two years. This achievement results directly from investments in high-performance filtration systems and increasingly rigorous preventive maintenance in line with the objectives of the UNI EN ISO 14001:2015 Environmental Management System and with the circular economy principles adopted by the company.

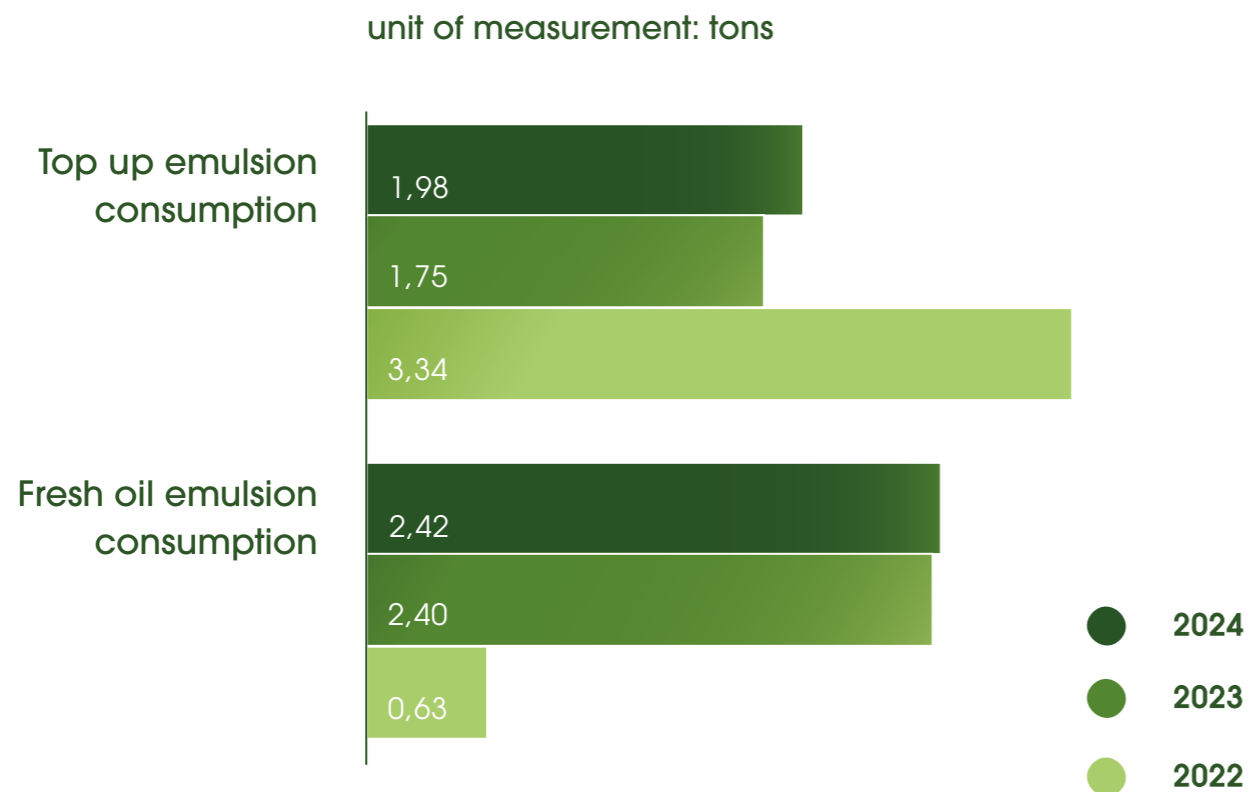
This is reflected in the increase in top-up emulsions (rising to 3,34 tons), indicating reduced dependence on virgin raw materials. The most significant benefit, however, is in the end-of-life phase: the amount of emulsion sent for disposal (EWC 12 01 09*) fell by 31% compared to 2023 and by 50% over the last

3.4. Reduced Water Consumption

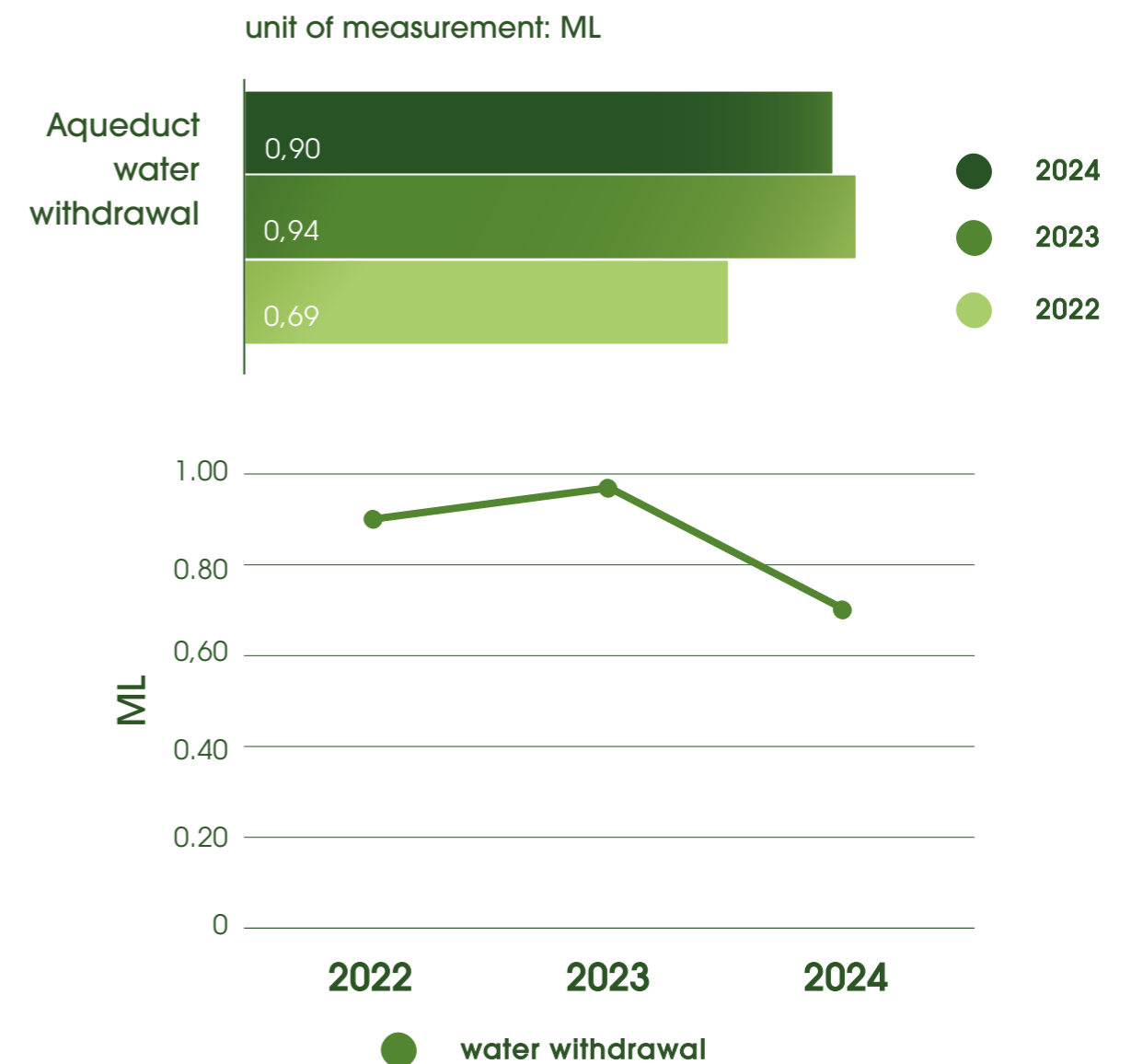
In 2024, Torni Automatici further improved its efficient management of water resources, achieving a significant reduction in withdrawals in an area affected by medium-to-high water stress. Total water intake from the public supply

amounted to 0,69 ML, down 26% from 2023, thanks to more efficient internal systems and more conscious water use.

Graphic Emulsion consumption



Graphic Aqueduct water withdrawal

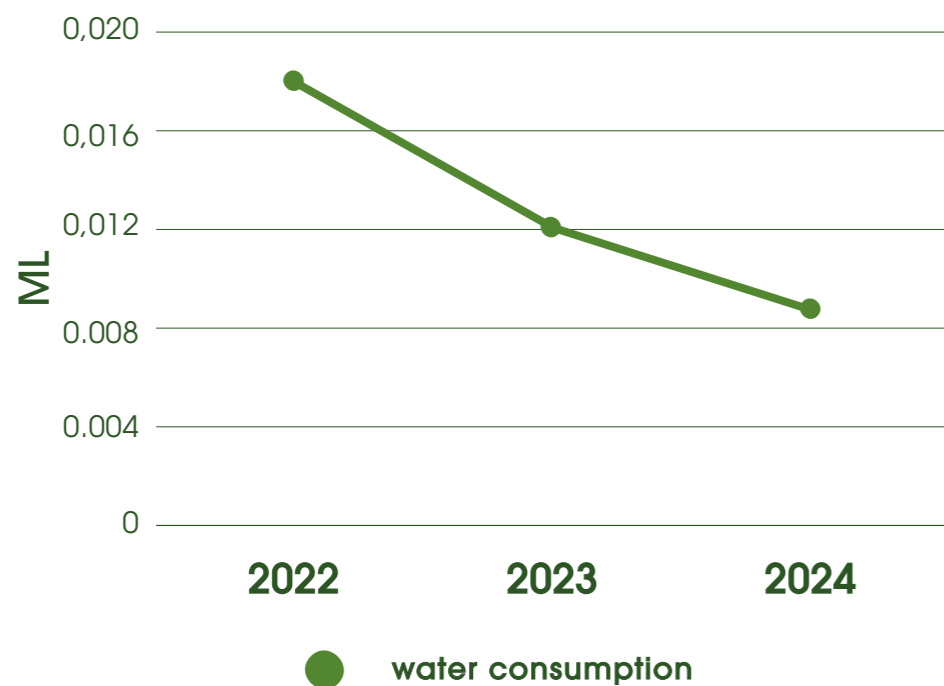


Even more noteworthy is the reduction in actual water consumption, which fell to 0,009 ML in 2024, representing a 31% decrease year on year. This outcome was made possible by the adoption of a closed-loop system for managing

cooling lubricants, allowing water to be reused multiple times in production processes and minimizing waste.

Table 2 (unit of measurement: ML)
Water consumption

	Total			Of which a water stress		
	2022	2023	2024	2022	2023	2024
Total water consumption	0,018	0,013	0,009	0,018	0,013	0,009



● water consumption



4.1 Supply Chain

Torni Automatici S.r.l. places strong emphasis on supplier proximity as a key factor in building a sustainable and efficient supply chain.

In 2024, 48% of total spending on goods and services was allocated to suppliers located in the Veneto region, a slight increase from 47% in 2023. This reflects the company's ongoing commitment to supporting the local economy while limiting the environmental impacts associated with transportation and logistics.

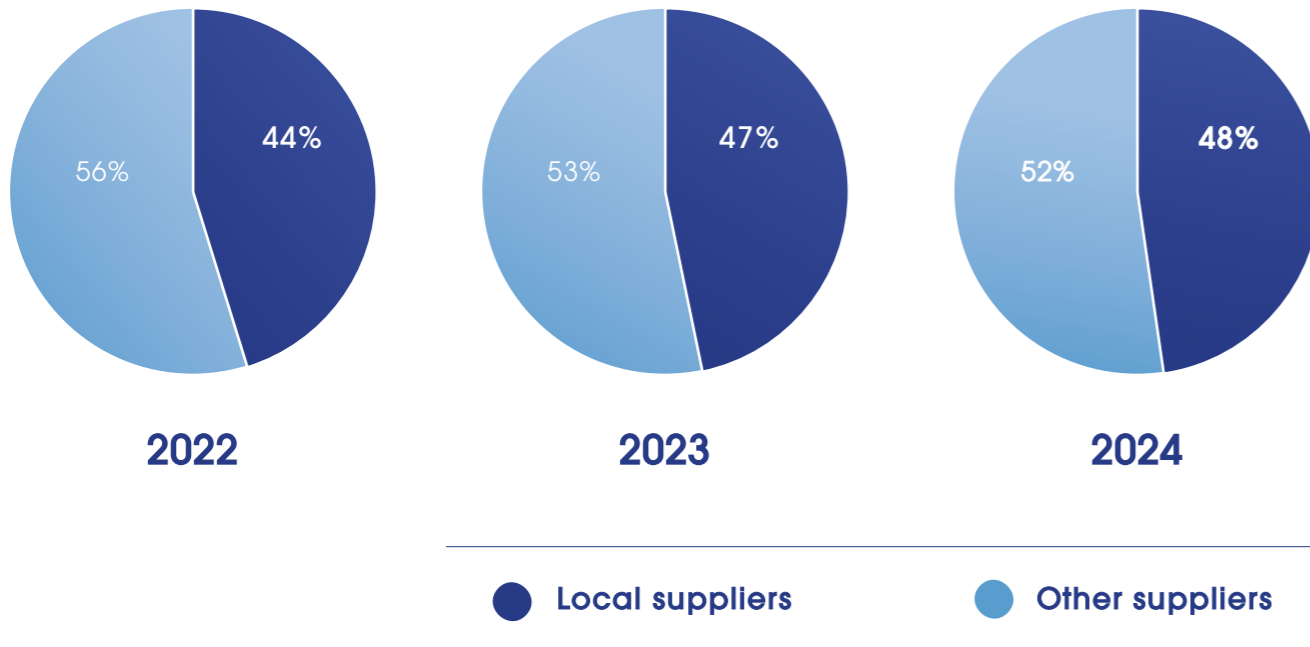
This focus on responsible sourcing is part of a long-standing approach adopted by the company since 2004, when ethical, social and

environmental principles were voluntarily embedded into business management and stakeholder relationships.

In line with this approach, suppliers are selected and periodically assessed through dedicated qualification questionnaires to verify compliance with the requirements of the UNI EN ISO 9001:2015 and UNI EN ISO 14001:2015 standards, as well as with the company's social responsibility criteria.

Table 3
Proportion of spending on local suppliers

	2022	2023	2024
Proportion of spending on local suppliers	44%	47%	48%

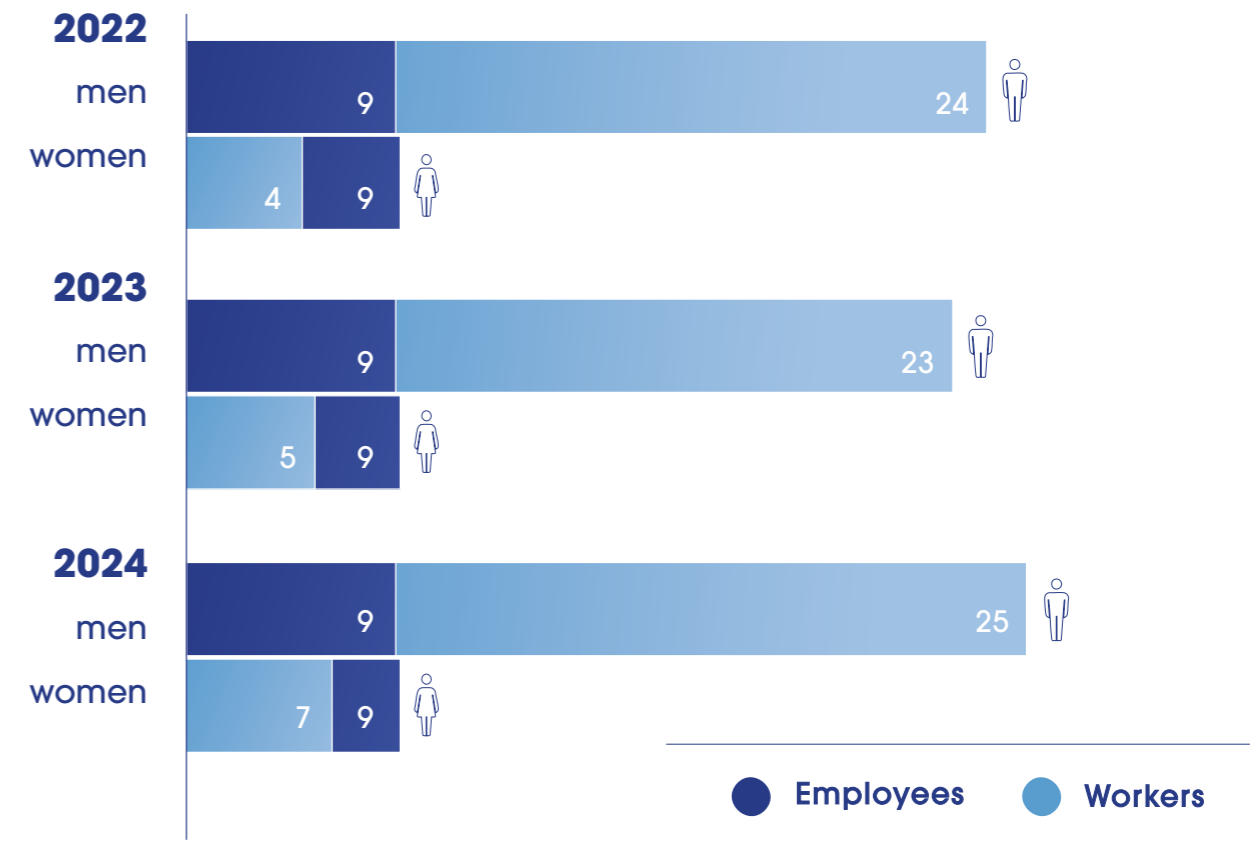


4.2 Diversity and Inclusion

The workforce grew by 9%, reaching 50 employees, all on permanent contracts, underscoring the company's long-term investment in its people. In line with 2023 trends, female representation in production

roles increased from 30% to 32%, while a balanced age distribution was maintained, combining experienced skills with new talent.

Graphic
Gender diversity by job category



4.3 Pay Equity

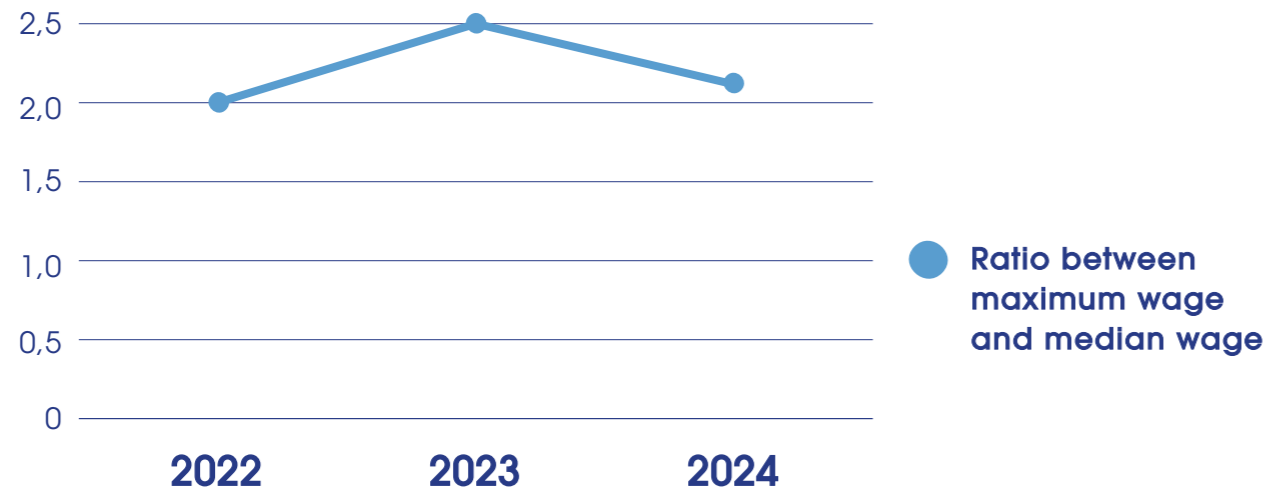
A particularly positive signal comes from pay distribution, which became more balanced in 2024. The ratio between the highest and median remuneration decreased from 2,5 to 2,1, driven by an increase in median pay.

In terms of gender pay equity, indicators continued to improve. Among office staff, the female-to-male base salary ratio reached and

exceeded parity, rising from 0,94 in 2022 to 1,25, while total remuneration (including bonuses and allowances) steadily increased to 0,80.

For production workers, base pay consolidated at 0,75, marking continued progress toward equality, while total remuneration recovered to 0,64.

Graphic
Variation of the ratio between maximum remuneration and median remuneration



4.4 Training and Employee Development

The year 2024 represented a phase of strategic transition within the training department, marking the conclusion of a comprehensive training cycle and laying the foundations for a new development phase set to begin in 2025. Building on this pathway, the company designed a new funded training program providing for more than 400 total hours of training, structured around three main areas of focus:

- Development of technical and specialized skills, through courses dedicated to metrology, technical drawing interpretation, CNC turning and machine tool programming;
- Process digitalization and innovation, with training paths focused on data analysis and management, the use of tools such as Power BI, and the integration of production systems;
- Cross-functional skills and sustainability, with modules dedicated to effective communication, organizational well-being, leadership and corporate sustainability topics.

Through this initiative, the company further strengthens its investment in technical, operational and cross-functional competencies, transforming the planning work initiated in 2024 into a concrete program that integrates digitalization, safety and organizational well-being. Addressed to the entire workforce, this development pathway aims to reinforce internal knowledge transfer and support generational renewal through the development of advanced skills and soft skills.



4.5 Health and Safety

In 2024, Torni Automatici maintained excellent standards in occupational health and safety, building on the strong results achieved the previous year.

With over 67.000 hours worked, no workplace accidents or occupational illnesses were recorded, keeping the injury rate at zero for the second consecutive year.

This performance reflects the effectiveness of a fully integrated Health and Safety Management System based on prevention, continuous training and active employee involvement.

The adoption of a Behavior-Based Safety approach further enhanced individual awareness and teamwork, contributing directly to risk reduction and a safer working environment.

Table 4
Accidents at work

	2022	2023	2024
Number of hours worked	81.428	82.917	67.110
Number of recordable injuries	2	0	0
Injury rate¹	25	0	0

¹ The occupational injury rate was calculated using a multiplier of 1.000.000 hours worked, in accordance with GRI guidelines. This multiplier makes it possible to express the number of injuries per 1.000.000 hours worked, facilitating data comparability and interpretation, particularly for organizations with a relatively small workforce. Adopting this standard helps to neutralize differences related to company size or average working hours, enabling consistent assessments over time and across different organizations. An injury rate of 1.0 corresponds, on average, to one injury per 1.000.000 hours worked.

4.6 Community Engagement

In 2024, TorniAutomatici S.r.l. allocated a total of €12.549 to social, cultural and sports initiatives, reaffirming its commitment to the local area and the communities it serves. Contributions supported projects promoting social cohesion, inclusion and educational values, with a strong focus on local organizations, such as:

• **Sports associations**, such as A.S.D. Planet Fighters Boxing, which promotes boxing as an educational and socially inclusive tool, Asolo Golf Club S.r.l. Unipersonale, and several amateur sports clubs in the area, including A.S.D. Atletico Lab, A.S.D. Football Valbrenta, Bassano Volley A.S.D. and Unione La Rocca Altavilla S.S.D. a R.L.

• **Social and cultural initiatives**, including local parishes in Romano d'Ezzelino for the organization of community festivals, the social cooperative Fattoria Conca d'Oro engaged in social farming, as well as international organizations such as Médecins Sans Frontières. Support also extended to local mobility projects, such as "Puzzle Sociale", for the purchase of a vehicle adapted for transporting people with disabilities.



Planet Fighters Boxing



Asolo Golf Club



Atletico Lab



Football Valbrenta



Bassano Volley



Unione La Rocca Altavilla



Local parishes in Romano d'Ezzelino



Fattoria Conca d'Oro



Medici Senza Frontiere



Il Puzzle Sociale

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