



FY 2021

ABSTRACT

Voluntary Consolidated
Non-Financial Statement

Among the leading steel producers in Europe, **Feralpi** specialises in the production of steels for construction and special applications for both civil and industrial use.

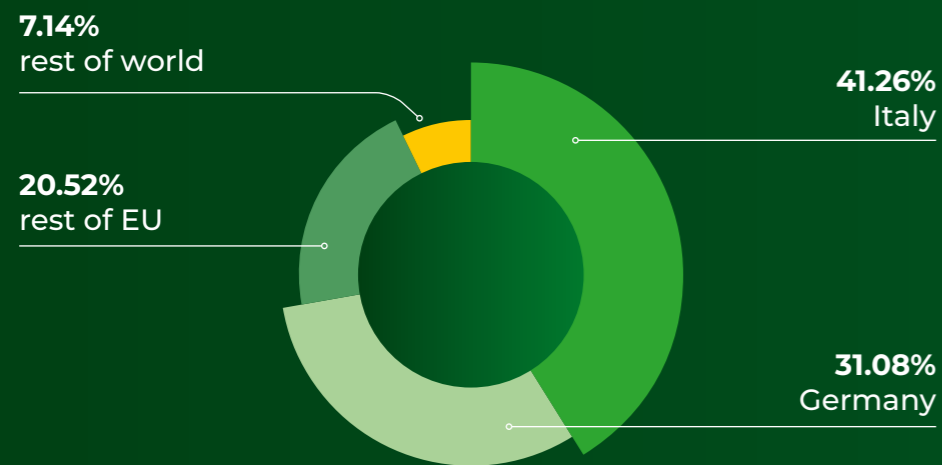
Established in Lonato del Garda in 1968, **Feralpi Group** is today a diversified and verticalised international group that produces more than two and a half million tons of steel and rolled products annually.



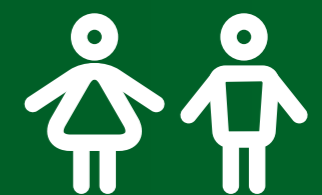
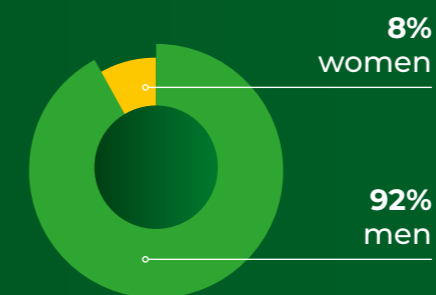
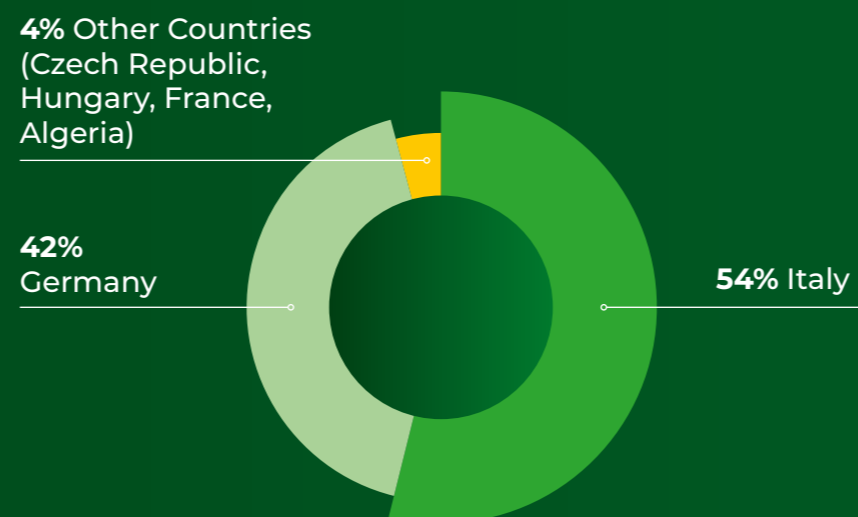
1,928,446 (€/1,000) revenues

€387 million Gross overall value added 2021

 **1,749** people



sales revenue by target area





INDEX

Our daily challenges

1

Contributing to change in the steel sector 4

- 1.1 The strategy__6
- 1.2 The main strategic investments (2021-2026)__7
- 1.3 Financing for a green transition __8



2

Ensuring business continuity 9



3

Innovating for the future of production 13

- 3.1 Quality__15
- 3.2 Industry 4.0 and digitalisation: from R&D efforts to technology development __16



4

Fostering the ecological transition 20

- 4.1 Emission reduction and adaptation to climate change __22
- 4.2 Circularity as a sustainable management model __23
- 4.3 Circular processes in Feralpi__24



5

Ensuring the safety and empowerment of people in their uniqueness 25

- 5.1 Acquisition and development of individuals__27
- 5.2 Prevention for the safety of all__28
- 5.3 We protect rights in respect of the diversity of everyone__29



This document is a summary of the Consolidated Non-Financial Statement prepared by Feralpi Group, which can be consulted in its entirety on the website www.feralpigroup.com. The scope of the report coincides with the Feralpi Group's Consolidated Financial Statements at 31 December 2021. The Non Financial Statement has been prepared in accordance

with the “GRI Sustainability Reporting Standards” published by the “GRI - Global Reporting Initiative”, according to the Core option, with an annual publication frequency. As with previous editions, in accordance with the decision of the Board of Directors, the Company had this voluntary Non-Financial Statement audited by a leading external auditor.



1

Contributing to change in the steel sector

1.1

The strategy

1.2

The main strategic
investments (2021-2026)

1.3

Financing for a *green*
transition



STRATEGY. INVESTMENTS. SUSTAINABLE FINANCE

Contributing to change in the steel sector

We operate along international steel *supply chains*, supplying a global market that is increasingly focused on sustainable projects. Our strategy leverages decarbonisation and digitalisation to strengthen its competitive advantage and improve its environmental impact.

The sector in which we operate is at the center of major challenges in terms of climate change, the digital revolution, global welfare, and the stability of the world geopolitical system. A **responsible approach** to social and environmental issues has a positive impact on the creation of lasting value for Feralpi's stakeholders, which is why a commitment to integrating ESG aspects within our long-term strategy is a key focus that the Group has been working on in recent years.

Through our investment activities, we develop a **competitive strategy** integrated with **ESG** and risk management **objectives**: in planning, monitoring, and implementing investment projects, we consider environmental impact (E), social and human resources impact (S), and integration with business and sustainability goals (G) as priorities, along with process, product, and service quality, productivity increase, cost reduction, efficiency improvement (economic value generation), and thus implementation timing.



Chapter 1 Voluntary Consolidated
NFS 2021 - "Feralpi Group"



Visit our corporate website
feralpigroup.com/gruppo



Read the **Consolidated Financial
Statements** of Feralpi Holding



1.1

The strategy

Strategic pillars

1. **Strengthening the core business**
2. **Internationalisation**
3. **Sustainability and innovation**
4. **Strengthening the operating model**

Pillars of sustainability

- Contribute to reducing consumption and impacts
- Multiplying the use of matter
- Care, safety and development of individuals
- Inclusion and local development
- Work culture and education of new generations
- Ethical Business Management
- Product and service quality

The commitments (2021-2026)

The fight against climate change

In terms of the environment, **Feralpi** is committed over the next 5 years to combating climate change and reducing its environmental impact through a **decrease in direct and indirect CO₂ emissions**, improving its energy mix by increasing the percentage of renewable energy **up to 20%**, and investing in solutions to improve energy efficiency, and increase the amount of residues sent for recovery.

The great skills challenge

To realise its industrial commitment, it is on people skills that the Group is focusing its attention today: on the one hand, **Feralpi** is working to enhance internal resources through *re-skilling* and *up-skilling* paths in relation to the investment plan and, on the other hand, to acquire talents from the market with the aim of strengthening skills already existing in the Group. On the side, work is being done to strengthen the long-term sustainability of the business by establishing a succession plan.

Comparability, automation and processes

The key objective on which the Group is working at the level of financial and non-financial communication is to **achieve the best market standards**: on the one hand, the transition to international accounting standards (IAS/IFRS) and on the other hand, in adapting to all national and international regulations on sustainable development also in a voluntary form. It is then confirmed the commitment, especially in ESG terms, to drafting cross-cutting internal policies and to bring the company in line with international best practices.



Chapter 2 Voluntary Consolidated NFS 2021 - **“Strategy and management”**



Discover more on our **materiality process** and stakeholder **engagement**



Read more about our **progress** in relation to the 2030 ambitions



1.2

The main strategic investments (2021-2026)

The Group's efforts focus on the three following directions:



increasing economic and energy efficiency (with the company Feralpi Power On);



expanding the product range and increasing production capacity (with the new rolling mill at the Riesa plant in Germany);



increased production and commercial flexibility.

New rolling mill in ESF Elbe-Stahlwerke Feralpi GmbH

Equipped with the best technologies aimed at efficiency and raising quality, with a view to reducing environmental impacts and raising safety standards - **it will lead to an increase in market share in Germany, expansion of the product range, and the introduction of a new product** for the German market: the spooler. This technology involves 100% direct charging with inductive heating, with no direct CO₂ emissions.

New company Feralpi Power On

Created in 2021 and incorporated in January 2022, Feralpi Power On is the Feralpi Group's new **renewable energy** company. The company has a 5-year goal of producing zero-emission clean energy in an ethical and sustainable manner, with totally recyclable materials, to cover about 20% of the current energy needs of the Group's companies in Italy. The photovoltaic systems will be installed throughout the country and involve an investment of more than Euro 100 million.



Chapter 2 Voluntary Consolidated NFS 2021 - "**Strategy and management**"



Read more about the Group's **investments** in Chapter 2.1 of the NFS



Discover the Group's **financial data** on the feralpigroup.com website



1.3

Financing for a *green* transition

Our relationship with different financial institutions is based on a dialogue to:

- identify the most appropriate solutions for financing business plan investments in terms of the amount and duration of financing lines;
- activate investments and use financing instruments that prioritise aspects of sustainability, circularity and decarbonisation.

In these terms, in 2021 Feralpi signed with a pool of institutions a 100 million loan (**club deal**) intended, among other things, to cover the **group's 2021-2025 investment plan** to finance strategic interventions in Italy aimed at concretising the ecological and energy transition including through research, development and technological innovation projects related to the implementation of circular and decarbonising industrial models. This financing sees an improvement in the margin sustained by Feralpi where the decrease in tons of CO₂ emitted per ton of finished product is confirmed.

Regarding past funding linked to ESG performance, this is the status:

- **Positive loan** proposed by BNL Gruppo BNP Paribas that provided for the reduction of direct emissions intensity (EU ETS) - on 31 January 2022, it was replaced with a pool loan

having the objective of lengthening the average maturity of loans and streamlining the management of contractual relationships.

- Intesa Sanpaolo **financing** in 2021 with the first CE-linked interest rate swap¹ in the Italian market, which includes a commitment to a progressive reduction of the Feralpi Siderurgica environmental footprint through circular processes and energy transition. The financing sees as a KPI for improvement for the Lonato del Garda plant the percentage of waste recovered and disposed of out of total waste (increasing from 79.5% in 2019 to 91.37% in 2021 thanks to some particularly high-performing projects continued during the year), the percentage of Italian scrap suppliers qualified according to ESG criteria (going from 91.5% in 2020 to 94.8% in 2021), and an update of the internal governance system in terms of Model 231.



¹ Instrument that rewards the virtuous conduct of the company by improving the conditions of the derivative if circular economy goals are met.



Chapter 2.6.2 Voluntary Consolidated NFS 2021 - **“Public and private funding for a green transition”**



Read more about risks and management systems



Discover the Group's **Environmental KPIs 2021**



2

Ensuring business continuity



CHALLENGES AND CONTEXT

Ensuring business continuity

For Feralpi, business continuity should be understood as the company's ability to manage crises and ensure agility in organisational processes through structured and efficient management systems. Such processes have been present in Feralpi for some time. However, the continuous updates in the IT field, the evolution of extreme situations in terms of climate or the protection of human health, require continuous updates and adjustments and the active involvement of numerous company functions.



Chapter 2 Voluntary Consolidated NFS 2021 - "Strategy and management"



Read chapter 1 "Feralpi Group" and discover products and services



Learn more about our business areas on the website



Look on the Feralpi Group website The value chain



Ensuring business continuity

Covid-19: second year of emergency

Following the flow of contagions and the relevant regulations, the activities of monitoring, risk assessment, management of protective measures and related updating of procedures and protocols continued by HR functions together with the **Covid Task Force**, Plant Safety Officers and the relevant Directors, company doctors, function managers. Actions to safeguard **worker safety** were therefore maintained and optimised.



Cybersecurity: management in security

With a view to preventing economic and reputational risks, Feralpi has **perfected and enhanced a continuous monitoring system** aimed at identifying possible threats from cyberspace. The **cybersecurity** strategy plan encompasses the entire Feralpi Group and moves first over a 4-year time frame (2021-2024).



The commodity crisis and the urgency of ensuring supply chain sustainability

For Feralpi, the **crisis in raw materials** (and therefore also in logistics) has impacted especially for products from non-European countries. To maintain the resilience of the supply chain, we have strengthened links with strategic suppliers and selected alternative suppliers.





Ensuring business continuity

The cost of energy and the suspension of production

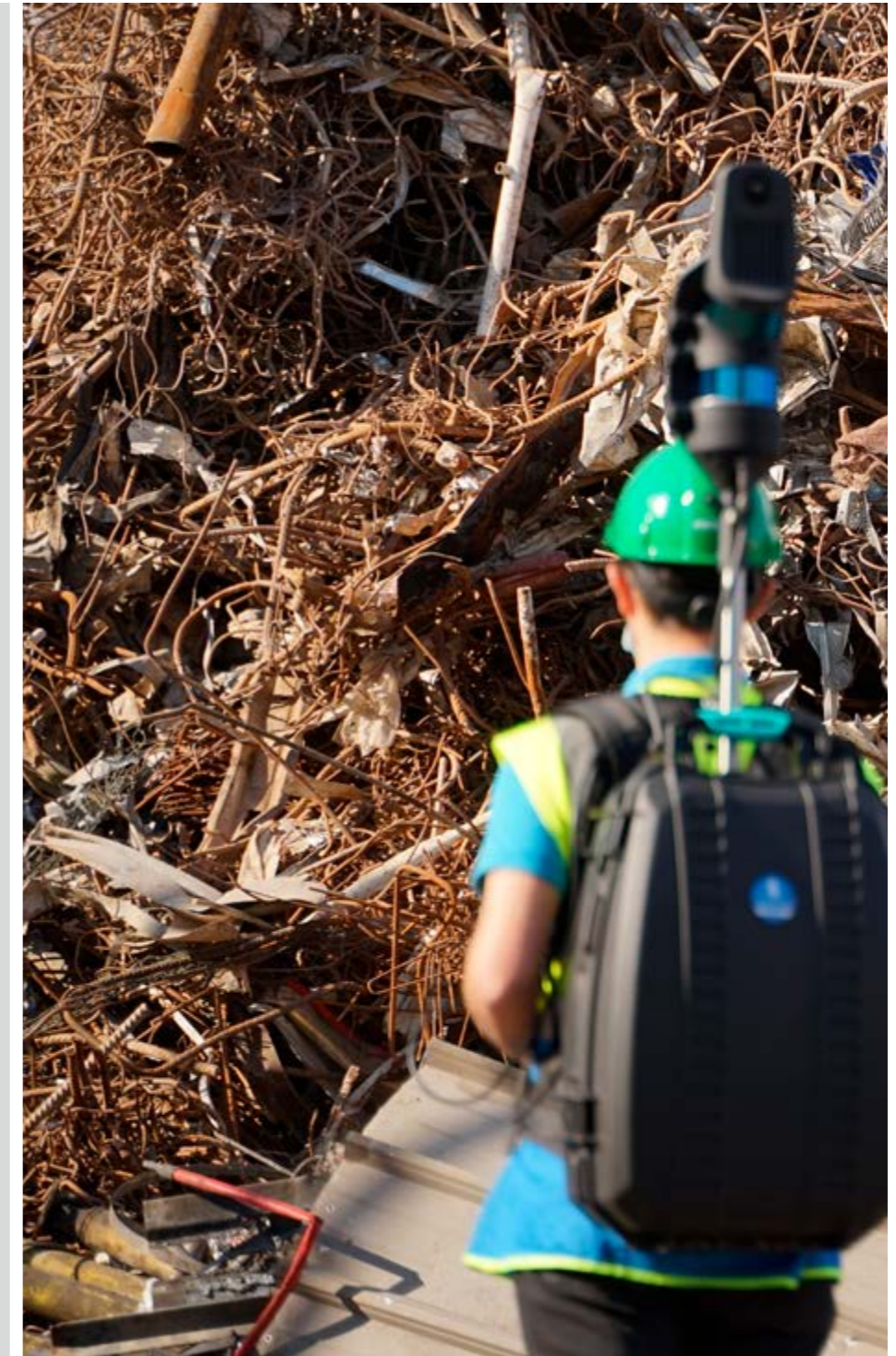
Despite the increase in costs and energy, during 2022 to maintain a normal production we have concentrated production in the time slots in which the cost of energy is lower.



Logistics: between pandemic, sustainability and digitalisation

In 2021, in Feralpi Siderurgica, the **implementation of a tracking system for all phases of goods entry/exit** was completed, which enabled the definition of specific reports to monitor the number of vehicles handled daily and the time required to perform the various goods loading/unloading activities.

In addition, at ESF Elbe-Stahlwerke Feralpi GmbH, major investments in energy-saving and resource-efficient technologies have been analysed and prepared in 2021 to ensure the long-term continuity of business operations.





3

Innovating for the future of production

3.1

Quality

3.2

Industry 4.0
and digitalisation: from
R&D efforts to technology
development



INDUSTRY 4.0, RESEARCH AND DEVELOPMENT AND DIGITALISATION

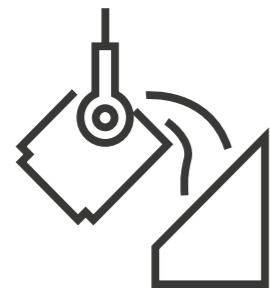
Innovating for the future of production

We are a steel group that constantly invests in state-of-the-art production processes and modern, environmentally friendly technological solutions to ensure inclusive and sustainable industrial development.

55,996 (€/1,000)
Group technical
investments

+5.6%
Steel produced
vs. 2020

about **50**
R&D project partners



2,624,412 t
Steel produced

28
current research
projects

0
cases of non-compliance
regarding product information
and labeling



Chapter 3 Voluntary Consolidated
NFS 2021 - “**Manufacturing: quality,
research and innovation 4.0**”



Research and development: discover
our cornerstones on the website



Supply chain quality: discover
our approach on the website



3.1


Quality

Quality is the set of characteristics and properties of a product, process or service, which give it the ability to satisfy customer needs.

The production of electric furnace steel involves the use of metals and materials, including lime, ferroalloys and refractories. The most important is scrap, which makes up the core of what is produced and then sold. The steel supply chain in which Feralpi operates develops a wide range of products, the quality of which - from production to the final product - is guaranteed through **specific procedures for monitoring the entire process**:



 Chapter 3.1 Voluntary Consolidated NFS 2021 - **“Product and service quality”**

 Learn more about **quality management and policies** by reading chapter 3.1.3 of the NFS

 Discover the **product certifications**
Discover **system certifications**

3.2

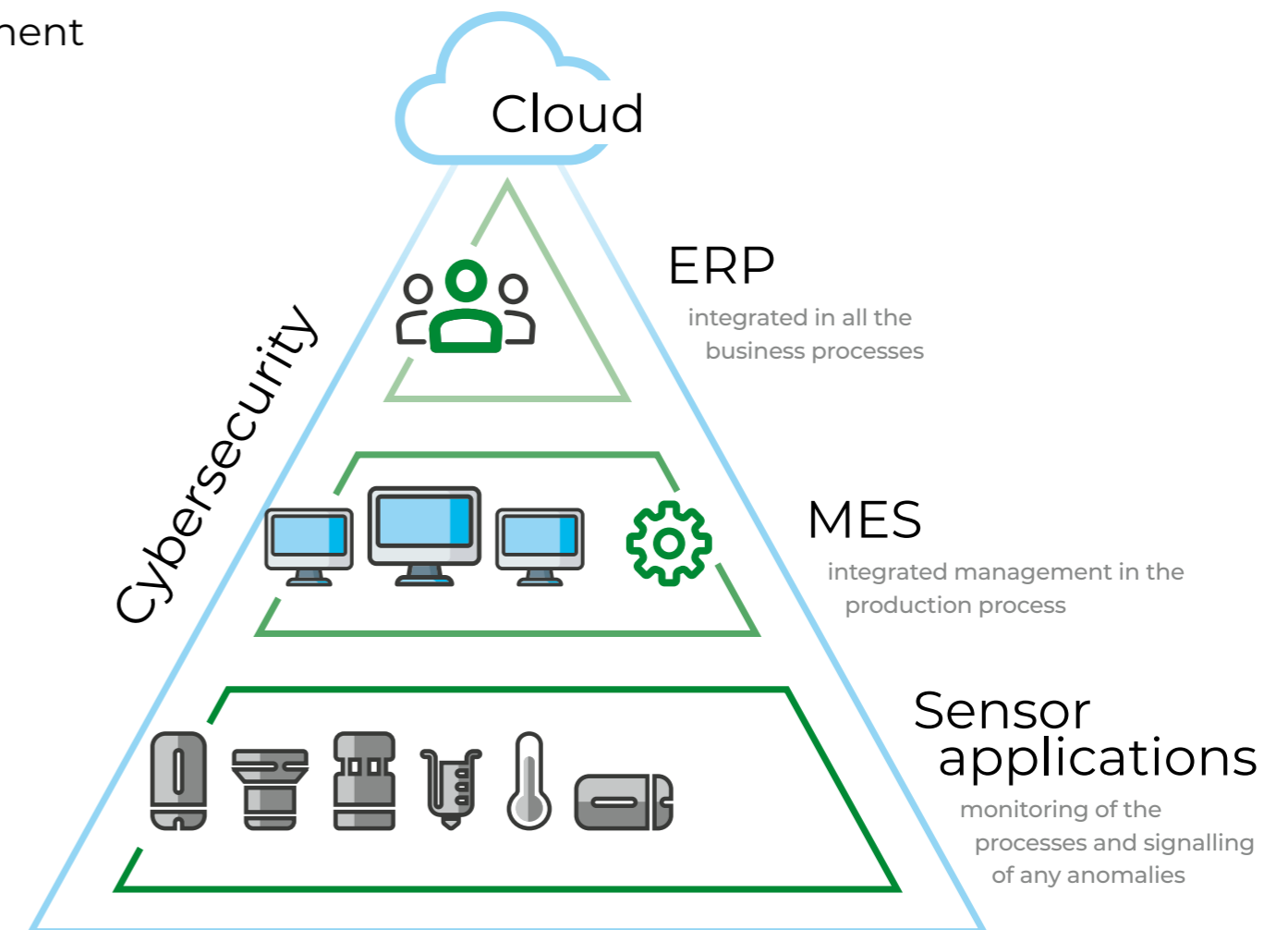
Industry 4.0 and digitalisation: from R&D efforts to technology development

For Feralpi, innovation is the driver of development, an essential component of its corporate strategy for inclusive and sustainable industrialisation.

Feralpi Digital Ecosystem

The continuous trend toward technical-plant development aimed at the development of predictive technologies and automation, especially for special steels, is an indispensable condition for Feralpi to be efficient at the production level, to constantly reduce its environmental impacts and to improve industrial performance.

Underlying this approach are the **BAT** (Best Available Techniques) i.e. the set of advanced technical solutions (plant, business and control) that are financially and technically feasible within the scope of the relevant industrial sector. **The use of Industry 4.0 technologies, such as Internet of Things, Artificial Intelligence and Big Data, are indeed instrumental in monitoring and efficiency of energy consumption, CO₂ emission and for the reuse of seemingly end-of-life materials.**



Chapter 3 Voluntary Consolidated NFS 2021 - **“Manufacturing: quality, research and innovation 4.0”**



Chapter 3.4.1 Voluntary Consolidated NFS 2021 - **“Research and Development”**



3.2 Industry 4.0 and digitalisation: from R&D efforts to technology development

The role of research

The main objective of **Research and Development** activities is the pursuit of the company's strategic guidelines in terms of:

1. development of product lines;
2. development and optimisation of production processes;
3. increasing the sustainability of production.

The approach to innovation with which Feralpi enters the market translates into:



product improvement



improved process performance and safety



development of sustainability initiatives and reduction of the Group's environmental impact



process control and optimization



Learn more about
product improvement on
feralpigroup.com



Process performance
and safety on
feralpigroup.com



Research for
sustainability on
feralpigroup.com



R&D for process
optimisation on
feralpigroup.com



3.2 Industry 4.0 and digitalisation: from R&D efforts to technology development

DeepQuality

- Product improvement
- Improved process performance and safety
- Process control and optimization

Advanced sensing and process control logic to detect process anomaly situation.



Quality Integration

- Product improvement

Application of technological developments and Industry 4.0 criteria with the development of a quality data integration platform to obtain a single view of the entire special steel supply chain.



WireAccuracy 4.0

- Product improvement
- Improved process performance and safety

Application of technological developments and Industry 4.0 criteria for process control.



SupportCast

- Product improvement

Development of technological systems and monitoring systems for surface defects on billets in order to obtain improvements in the quality of billets produced by Acciaierie di Calvisano.



SteelPro4.0

- Improved process performance and safety

Technological developments and application of innovative control systems in the entire production cycle of billets in steel mills in order to improve production performance, energy efficiency, metal yield and product quality.



SteelZeroWaste

- Development of sustainability initiatives and reduction of the Group's environmental impact

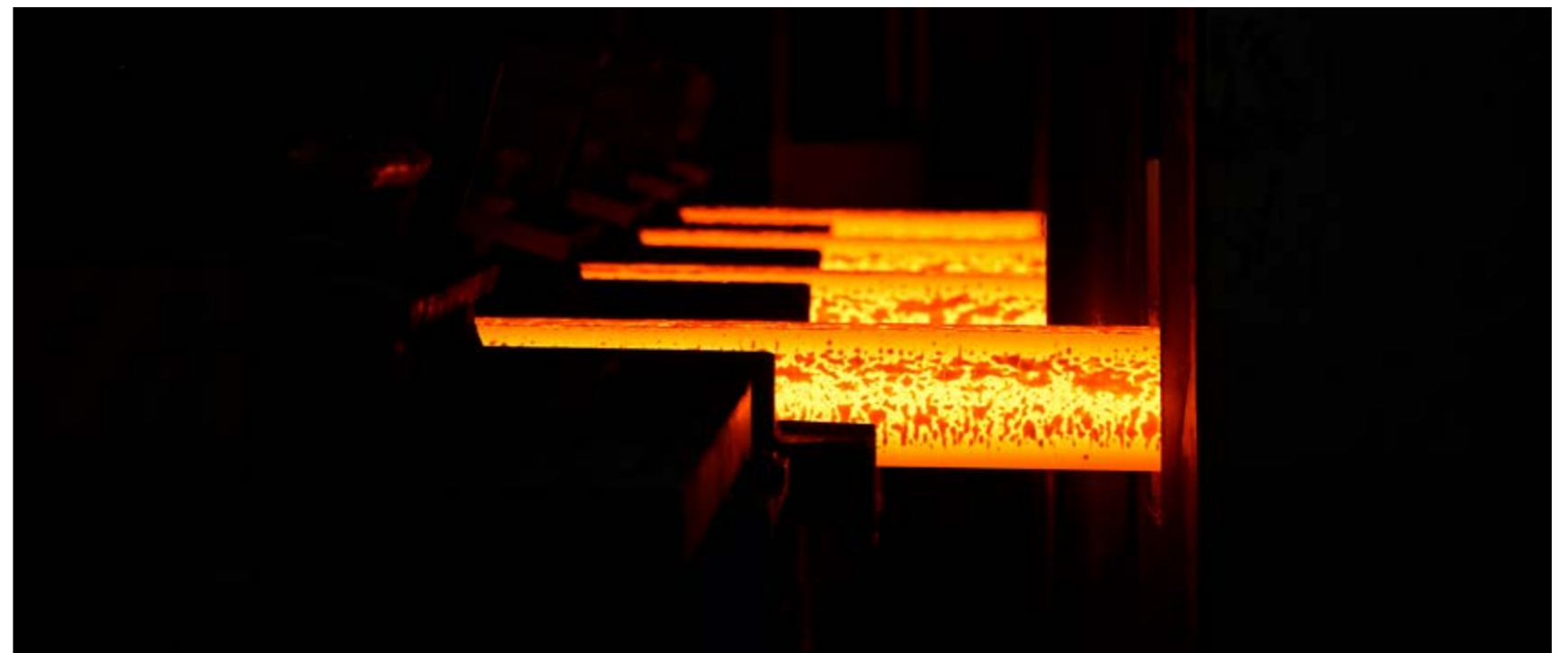
Research activities and study of demonstration systems to identify favourable solutions to reduce the environmental impact of production.



Coralis

- Development of sustainability initiatives and reduction of the Group's environmental impact

Development of examples of industrial symbiosis in different European areas in which to demonstrate a virtuous approach in terms of interchange of solid waste products for further use.





3.2 Industry 4.0 and digitalisation: from R&D efforts to technology development

Onlyplastic

- Development of sustainability initiatives and reduction of the Group's environmental impact

Development of innovative solutions to replace coal in the EAF process with the aim of identifying innovative materials capable of reducing CO₂ emissions.



Integrated

- Development of sustainability initiatives and reduction of the Group's environmental impact

Development of systems dedicated to energy recovery of otherwise wasted heat sources.



ConSolCast

- Process control and optimization

Development of monitoring, simulation and measurement systems using innovative control systems applied in continuous casting.



PerMonList

- Process control and optimization

Development of a self-adaptive control system concerning EAF (*Electric Arc Furnace*) and LF (*Ladle Furnace*) process covering the whole liquid steel production process.



OptiScrapManage

- Improved process performance and safety

Application of an innovative casting process control system with prediction and simulation criteria.



iSlag

- Process control and optimization

Development of a control system, based on slag conditions, aimed at optimising the liquid steel treatment process.





4

Fostering the ecological transition

4.1

Emission reduction and adaptation to climate change

4.2

Circularity as a sustainable management model

4.3

Circular processes in Feralpi



OUR COMMITMENT TO THE CLIMATE

Fostering the ecological transition

The steel industry is called upon to pursue both efficiency and rational use of resources to modernise processes. **Feralpi Group** has embraced the challenges of decarbonisation, engaging in the process of ecological and energy transition towards models with a lower impact.



0.30 tCO₂/t finished product

Emission intensity (Scope 1 and Scope 2 by *location-based* method) relative to hot processing

0.32 tCO₂/t finished product in 2020

0.35 tCO₂/t finished product in 2019

522,453 tCO₂ eq

Indirect emissions Scope 2 (Category 2 - ISO 14064-1) resulting from electricity (according to the *location-based* method)

-3.04% compared to 2020

-10.35% compared to 2019

2.02 GJ/t

Energy intensity per t of product (specifically billet)

1.96 GJ/ton in 2020

2.03 GJ/ton in 2019

486,552 t (89%)

Waste for recovery, recycling and reuse on the total waste generated by steel processing*

+9 percentage points over 2020

+8 percentage points over 2019



ISO 50001

- Feralpi Siderurgica
- ESF Elbe-Stahlwerke Feralpi

ISO 14001

- Feralpi Siderurgica
- ESF Elbe-Stahlwerke Feralpi
- Acciaierie di Calvisano · MPL

No fines or penalties for non-compliance with environmental protection regulations were imposed on any Group company in 2021.

75%

of climate survey respondents 2021

considers the Group's commitment to reducing emissions and in the recovery and reuse of waste and scrap to be adequate

82%

of climate survey respondents 2021

considers it a priority for the Group to contribute to the reduction of consumption and impacts

81%

of climate survey respondents 2021

is satisfied with the Group's commitment to environmental protection

* The figure does not consider Ecoeternit waste



4.1

Emission reduction and adaptation to climate change

In accordance with European targets to achieve carbon neutrality, Feralpi has defined a five-year Group *climate strategy* in 2021 that sees a CO₂ reduction target of more than 90,000 t/y (when fully operational), investments in the range of Euro 100 million, and more than 118 MW of installed power from renewable energy with the goal of cover 20% of the energy consumption of the Group's Italian companies.

The pillars of Feralpi's climate strategy



The main actions implemented over the short term are:

- advanced energy monitoring;
- enhancement of energy efficiency interventions, with strengthening of economic sustainability by obtaining white certificates;
- Advanced Control systems for optimising billet preheating furnaces;
- research alternative materials to the fossil source;
- accounting of CO₂ emissions in line with the methodology and guidelines of ISO 14064 and ISO 14067 by integrating risk management related to the application of Emission Trading;
- plant investments aimed at reducing direct emissions;
- investment in renewable energy production facilities.



Chapter 4.1 Voluntary Consolidated NFS 2021 - “**Emission reduction and adaptation to climate change**”



Chapter 4 Voluntary Consolidated NFS 2021 - “**Environment: toward decarbonisation through efficiency, circularity and cutting-edge technology e tecnologia all'avanguardia**”



Read more: “**Baseline indicators for Environment**”



4.2

Circularity as a sustainable management model

Feralpi organises processes and facilities to minimise production residues, landfilling and raw material handling, investing in its replacement and circularity. **Feralpi's** production process is circular by nature: its circularity consists in producing steel from scrap, thus avoiding the release of waste into the environment and reducing the consumption of natural raw materials that would otherwise be needed.

The steel produced by Feralpi consists of 93% recycled material: the figure has been subjected to validation, by a third party, with positive results to the verifications of the percentage content of recycled material of origin according to the UNI EN ISO 14021 standard.

Materials used for steel production include **scrap, additives, lime, ferro alloys**, and **refractories**. Added to these are **oxygen** and **inert gases**. Some of these materials, for example scrap, are 100% materials recovered from other supply chains. Others, such as lime and refractories, have percentage of recycled matter (2% and 5%, respectively). The recycled share of additives (amounting to 18% in 2021) refers to filler coals, swellers, desulfurisers, deoxidisers, recarburisers and filler polymers.

CIRCULAR PROCESSES IN FERALPI

The steelmaking process is constantly evolving. The Group applies **innovative solutions** that aim to reuse waste materials also from other supply chains, such as the valorisation of plastic waste, which is too often dispersed in the environment and slow to decay.

Recovery and reuse of spent refractories in the production cycle in the place of raw materials

Recovery of dust and fumes to reduce the demand for mineral zinc

Slag recovery to replace materials of natural origin in the construction industry

Heat recovery for clean energy generation

Recovery of mill scale, to replace iron ore in the construction supply chain

Sludge recovery

Recovery of non-ferrous metals from scrap sorting



4.3

Circular processes in Feralpi



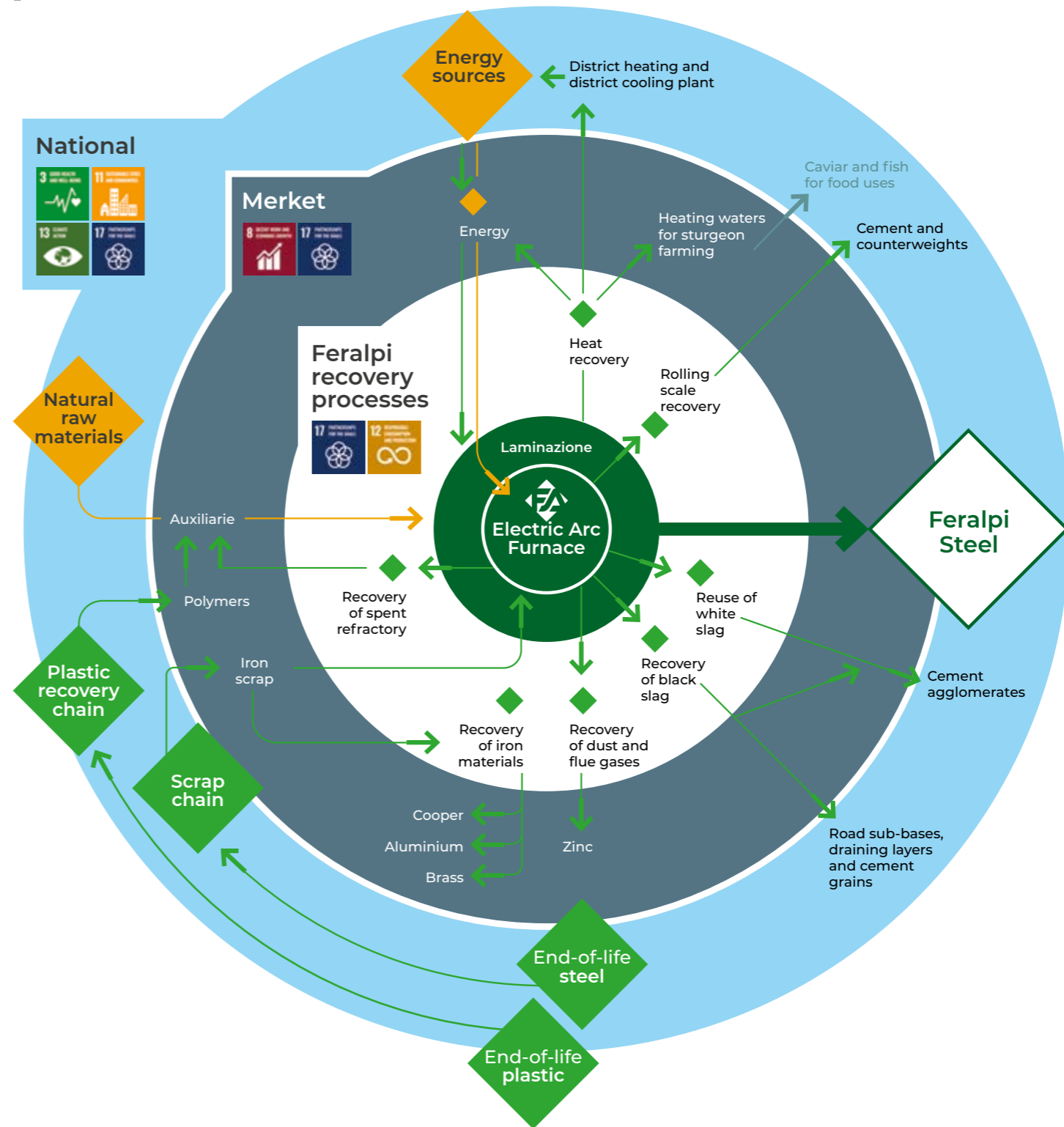
Chapter 4.2 Voluntary Consolidated NFS 2021 - "Circularity as a sustainable management model"



Learn more about environmental management with chapter 4.4 of the NFS - "Environmental policies and management"



Chapter 4.2 Voluntary Consolidated NFS 2021 - "Measuring environmental impact: Life Cycle Assessment (LCA), Environmental Product Declaration (EPD) and Circular Transition Indicators (CTI)"





5

Ensuring the safety and empowerment of people in their uniqueness

5.1

Acquisition and development of individuals

5.2

Prevention for the safety of all

5.3

We protect rights in respect of the diversity of everyone



OUR COMMITMENT TO PEOPLE

Ensuring the safety and empowerment of people in their uniqueness

Inclusive economic growth, through policies and approaches aimed at fostering decent work, is a commitment that **Feralpi** pursues in full alignment with the *International Labor Organisation (ILO)*, which promotes employment, guaranteeing rights at work, expanding social protection, and developing social dialogue.

<p>24,819 training hours +38.7% compared to 2020 +6.9% compared to 2019</p>	<p>14.1% rate of new hires 12.5% in 2020 10.8% in 2019</p>	<p>45001 certified management system in Feralpi Siderurgica</p>	<p>82.1% of employees feel adequately educated, informed, and trained on risks and prevention measures</p>
<p> more than 150 hours training on diversity and inclusion issues at Group level for a selected number of managers and the 'D&I' Working Group</p>	<p> 79% job satisfaction rate² of the Group</p> <p><small>² Survey conducted in October 2021, with the biennial climate survey. The climate survey has seen an update in methodology and questions so comparability with the past is not always available</small></p>	<p>21.61 per million hours worked total occupational injury rate 25.84 in 2020 25.39 in 2019 (considering only employees)</p>	<p>80.4% of Feralpi workers feel secure in the company</p>
<p>66% satisfaction rate of welfare services and health care and prevention initiatives</p>		<p>75.3% of people in Feralpi would recommend their company to a young person</p>	<p>73.1% of employees consider Feralpi's actions on workers' rights to be effective</p>



5.1

Acquisition and development of individuals

A number of talent acquisition and development actions were promoted in 2021: while in Italy the *Succession Planning*, for the development of potentials, and *Technical Graduate Program* projects for the acquisition of technical figures were launched, in Germany a new strategy of *recruiting* on the ground through digital and paper channels was developed.

TECHNICAL GRADUATE PROGRAM

With the aim of actively contributing to the **company's technical-technological** development, the first Technical Graduate Program was launched in 2021: a challenging opportunity for 9 young engineers who had the ability to win a place within the Group and launch their careers in a high-tech industry such as the steel industry.

SIDER +

A dedicated selection process led to the identification of **17 candidates** who underwent a 96-hour training course that, between distance technical training and in-person workshops, provided basic training useful for working in the steel industry.

STEEL ACADEMY

MANAGEMENT4STEEL

September 2021 saw the launch of the second edition of Management 4 Steel, implemented by the Steel Academy with the aim of training **12 figures** of potential with regard to organisational, management and soft skills.

MECHANICAL4STEEL

Aim of the project is to increase the technical skills of **mechanical maintenance** workers, foster a mindset open to innovations, and promote networking among specialists in the same field.

LEADERSHIP4STEEL

Module that offers an innovative pathway aimed at developing soft skills. Aimed at **Operations Managers**, this high-level training course strengthens the synergy between players in the steel industry with a view to shared growth.

SUCCESSION PLANNING

With the aim of coping quickly and successfully with the (planned or sudden) replacement of employees in strategic business roles, a succession project was activated. This project aims at the early identification of candidates for succession in key positions, thus ensuring **continuity** and **distinctive skills** over time.

In addition, the project also aims to motivate and retain potential employees by defining skill, career and individual salary development paths for them.



Chapter 5.1 Voluntary Consolidated NFS 2021 - **“Development and enhancement of skills”**



Come **work in Feralpi**



Read more: **Benchmark indicators for “Social”**



5.2

Prevention for the safety of all

According to the 2021 Climate Survey, 9 out of 10 employees say they follow the necessary provisions and measures specified by the company regarding safety, and 82% feel adequately trained.

Feralpi adopts a prevention strategy to identify and define investments and policies for **employee safety**, and to reinforce awareness with **ongoing training** and activities to raise awareness.

In fact, health and safety training activities continued in 2021 for all new additions and proposed training updates on equipment use, working at heights and in confined spaces, first aid, defibrillator use, and fire fighting. In **FERALPI STAHL**, ad hoc training courses were promoted for managers and employees through digitalisation of training documents, in line with what was awarded in 2020 “*Clever Fox*” (Schlauer Fuchs).



FERALPI'S COMMITMENT TO SAFETY AND THE SPREAD OF A SHARED CULTURE

In parallel with the awareness and training actions, Feralpi continuously carries out improvement actions in all plants with a view to prevention and safety protection.



With prevention we also mean safeguarding company health, through prevention and awareness measures.

We have been a member since 2013 of the WHP Network - *Workplace Health Promotion* – and we have been committed to pursuing a course of initiatives dedicated to improving the health and well-being of workers by reducing general risk factors and particularly those most related to the genesis of chronic non-communicable diseases.



Chapter 5.2 Voluntary Consolidated
NFS 2021 - “**Safety culture**”



Read more: **Benchmark indicators
for “Social”**



5.3

We protect rights in respect of the diversity of everyone

We operate in line with the International Charter of Human Rights, the fundamental conventions of the International Labor Organization (ILO), the Organisation for Economic Cooperation and Development (OECD) guidelines for Multinational Enterprises and the ten principles of the United Nations *Global Compact* and in compliance with the principles and values referred to in the Group's Code of Ethics.

STRATEGIC PILLARS AND ACTIONS IMPLEMENTED IN THE 2020-2021 BIENNIUM

From the latest climate survey, Feralpi emerges as a company where the value of inclusion is perceived as strategic and important. Rights protection (73.1%), intergenerational inclusion (66.4%), gender inclusion (66.1%) as well as cultural inclusion (65.6%) are aspects on which Feralpi's work is considered effective. At the same time, 75.3% would recommend the Group to young people, 75.2% to people of different nationalities, and 72.8% to people with different religious denominations.



GLOBAL CULTURE

We worked in terms of internal awareness through communications on the subject and participation in campaigns to raise awareness.



GENDER BALANCE

We worked on the development of internal policies and the joining of an ad hoc project for the promotion of STEN professions among girls.



INCLUSIVE LEADERSHIP

The commitment was in terms of signing on to national and international commitments. In addition to the involvement for the creation of the Working Group.



COLLECTIVE RESPONSIBILITY

Creation of a "D&I" Working Group.



Chapter 5.3 Voluntary Consolidated NFS 2021 - "Human Rights and *Diversity*"



Read our [Group policy](#)



5.3 We protect rights in respect of the diversity of everyone

The “D&I” Working Group

In 2021, in line with the Group *Policy* and the actions previously promoted and carried out, it was decided to continue with the commitment in this direction and to work in a structured and timely manner on one of the 4 pillars, “Collective responsibility”.

Therefore, a Working Group, dedicated to this issue, was created, involving about **20 people representing all the Group’s Italian and international plants**, of all levels and seniority, and headed by the Human Resources Department and the External Relations and Sustainability Department.

The **“D&I” Group** was created in response to Feralpi’s need to involve people trained and knowledgeable on the topic who are able internally to understand the opportunities and/or possible risk situations that may arise in the company and thus have the tools and clear governance vision of the issue.

Our path to inclusion



Learn more about the meetings of the **“D&I” Working Group** in the stories of feralpigroup.com



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Download the **Voluntary Consolidated**
Non-Financial Statement 2021

Look at the **financial data 2021**

For further information on
The Feralpi Group's Consolidated
Non-Financial Statement,
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