

KPI REPORT 2021/09

ZIGNAGO VETRO GROUP

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1. Introduction

The following tables show the main indicators regarding the ESG issues which are most relevant for the Zignago Vetro Group, alongside the short-term and long-term (strategic) goals of the organisation. Values are updated to the last quarter. Some of the KPIs are calculated annually and published in the Sustainability Report for the reporting year.

2. Environment

2.1 Raw materials management

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of PCR ^A on total glass packed	%	41,9%	48,0%	47,1% ^B Reached	50,3%	52,0%	57,0%

^A PCR = Post-Consumer Recycled cullet

^B 2020 Goal has been reported in ZVG 2019 Sustainability Report with a different formula, here updated to the current calculation

2.2 Packaging management

2.2.1 Interlayer pads

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of packaging reused	%	64,6%	79,6%	-	In progress (reported annually)	Keep increasing	Keep increasing
% Packaging sent for recovery in other chains	%	7,1%	7,5%	-	In progress (reported annually)	-	-
% Of recycled material in packaging used	%	41,2%	42,3%	-	In progress (reported annually)	Keep increasing	Keep increasing

2.2.2 Heat-shrinkable material (polyethylene)

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% Of recycled material in packaging used	%	25,9%	26,1%	-	In progress (reported annually)	Keep increasing	Keep increasing

2.2.3 Pallets

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of packaging reused	%	62,6%	66,2%	-	In progress (reported annually)	Keep increasing	Keep increasing
% Packaging sent for recovery in other chains	%	4,1%	5,7%	-	In progress (reported annually)	-	-

2.2.4 Paper and cardboard

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% Of recycled material in packaging used	%	64,8%	72,8%	-	In progress (reported annually)	Keep increasing	Keep increasing

2.3 Energy efficiency

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
Total energy consumption	MWh	1.115.929	1.125.078	-	870.265	-	-
Total energy / glass melted	kWh/kg	2,008	1,995	2,062 Reached	1,939	1,985	1,857
% of electricity from renewable resources	%	40,6%	44,3%	45,0% Not reached	45,2%	46,0%	81,0%

2.4 Water management

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
Total water withdrawals	m ³	1.984.403	1.606.975	-	913.723	-	-
Total water discharged	m ³	1.788.364	1.612.999	-	894.840	-	-
Water withdrawals / glass melted	m ³ /ton	3,57	2,87	2,69 Not reached	2,04	2,14	1,74

2.5 Emissions

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
CO ₂ (Scope 1 + 2)	tonCO ₂	301.194	289.927	-	229.586	-	-
CO ₂ (Scope 1 + 2) / glass melted	tonCO ₂ / ton	0,542	0,514	0,545 Reached	0,512	0,509	0,392
CO ₂ (Scope 3)	tonCO ₂	148.361	154.424	-	In progress (reported annually)	-	-
CO ₂ (Scope 3) / glass melted	tonCO ₂ / ton	0,267	0,274	-	In progress (reported annually)	-	-
Nr of exceedings of emission limits (NO _x , SO _x , PM)	Nr	0	0	0 Reached	0	0	0

2.6 Waste management

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
Total hazardous waste	ton	880,4	985,5	-	In progress (reported annually)	-	-
Total hazardous waste / Glass melted	kg / ton	1,58	1,75	-	In progress (reported annually)	-	-
Total non-hazardous waste	ton	4.105,3	4.807,6	-	In progress (reported annually)	-	-
Total non-hazardous waste / Glass melted	kg / ton	7,39	8,52	-	In progress (reported annually)	-	-

Total waste delivered to landfill	%	22,1%	27,6%	-	In progress (reported annually)	0%	0%
Total waste delivered to recovery (including energy recovery), recycling or reuse plants	%	77,9%	72,4%	-	In progress (reported annually)	100%	100%

2.7 Biodiversity

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
Environmental incidents at production sites	Nr	0	0	0 Reached	0	0	0

2.8 Environmental certifications

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of operative sites ISO 14001 or EMAS certified	%	60%	80%	80% Reached	80%	80%	100%
% operating sites with an environmental risk assessment in place	%	60%	80%	80% Reached	80%	80%	100%

3. Social

3.1 Working conditions

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% workforce covered by formal collective bargaining agreements regarding working conditions	%	100%	100%	100% Reached	100%	100%	100%
Final judgements against ZVG on violations of collective bargaining right	Nr	0	0	0 Reached	0	0	0
% workforce covered by formally elected representatives (Union Representative/Workers' Representative Body, etc.)	%	100%	100%	100% Reached	100%	100%	100%
Final judgements against ZVG on violations of freedom of association	Nr	0	0	0 Reached	0	0	0

3.2 Human rights

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% operating sites subject to audits on labour and human right issues by the Supervisory Board	%	100%	100%	100% Reached	100%	100%	100%
Employees under the age of 18	Nr	0	0	0 Reached	0	0	0

Final judgements against ZVG on cases of forced, child or compulsory labour	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on cases of discrimination or harassment	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on other human rights or social issues	Nr	0	0	0 Reached	0	0	0

3.3 Health and safety in the workplace

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% workforce represented by a joint management-worker health and safety committee	%	100%	100%	100% Reached	100%	100%	100%
Accidents	Nr	46	45	0 Not reached	39	0	0
Accident frequency index	$Nr_{inj}/hr_{worked} \cdot 10^6$	16,59	17,15	0 Not reached	19,99	0	0
Accident severity index	$d_{lost}/hr_{worked} \cdot 10^3$	0,773	0,626	0 Not reached	0,746	0	0
Accident frequency index (external workers)*	$Nr_{acc}/hr_{worked} \cdot 10^6$	N.A.	N.A.	0	In progress (reported annually)	0	0
Accident severity index (external workers)*	$d_{lost}/hr_{worked} \cdot 10^3$	N.A.	N.A.	0	In progress (reported annually)	0	0
Hours of training on workplace safety	hr	11.033	8.280	-	In progress (reported annually)	-	-

*

3.4 Career management

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% workforce subject to performance and professional development reviews in the last 2 years	%	N.A.	52%	-	In progress (reported annually)	-	-
Nr of employees with professional development plan	Nr	N.A.	N.A.	-	In progress (reported annually)	-	-

3.5 Equality

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of female employees on total workforce	%	28,3%	30,8%	-	In progress (reported annually)	-	-
% of female managers in the Board of Directors	%	38,0%	38,0%	-	In progress (reported annually)	-	-

3.6 Training

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% workforce in receipt of professional and/or personal development training in the last 2 years (participated in at least 1 course)	%	N.A.	93,1%	-	In progress (reported annually)	-	-

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
Training hours /person	hr / person	9,7	11,2	-	In progress (reported annually)	-	-
% of workforce that has received training on environmental issues in the last 2 years	%	N.A.	70,6%	-	In progress (reported annually)	-	-
% of workforce that has received training on health and safety issues in the last 2 years	%	N.A.	N.A.	-	In progress (reported annually)	-	-
% workforce in receipt of corporate ethics training in the last 2 years	%	N.A.	34,4%	-	In progress (reported annually)	-	-
% workforce trained to prevent discrimination and human rights violations in the last 2 years	%	N.A.	34,4%	-	In progress (reported annually)	-	-

3.7 Social certifications

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of operative sites ISO 45001 or OHSAS 18001 certified	%	0%	0%	-	0%	-	60%
% operating sites with a health and safety risk assessment in place	%	100%	100%	100% Reached	100%	100%	100%

4. Governance

4.1 Supply chain management

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of Group-wide turnover covered by suppliers evaluated with ESG questionnaire	%	-	-	-	In progress (reported annually)	75%	75%
% of response to ESG questionnaire among suppliers	%	-	-	-	In progress (reported annually)	100%	100%
% of suppliers who have signed the Supplier's Code of Conduct	%	-	74%	-	In progress (reported annually)	100%	100%
% contracts/purchase orders with ESG clauses	%	100%	100%	100% Reached	100%	100%	100%
% of suppliers with conflict minerals for which a CMRT (or conflict minerals information) is available	%	100%	100%	100% Reached	In progress (reported annually)	100%	100%
% buyers trained on ESG topics in the last 2 years	%	100%	100%	100% Reached	100%	100%	100%

4.2 Fair business

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% operating sites subject to audits on ethic issues by the Supervisory Board	%	100%	100%	100% Reached	100%	100%	100%
Final judgements against ZVG on cases of corruption and bribery	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on cases of conflict of interest	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on cases of fraud	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on cases of money laundering	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on cases of anti-competitive practices	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on violations of information security	Nr	0	0	0 Reached	0	0	0
Final judgements against ZVG on other ethical violations	Nr	0	0	0 Reached	0	0	0
Whistle-blowing reports	Nr	0	0	0 Reached	0	0	0

4.3 Remuneration system

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
% of executive managers with variable remuneration linked to ESG goal achievement	%	100%	100%	100% Reached	100%	100%	100%

4.4 ESG Initiatives

KPI	Unit	2019	2020 Final	2020 Goal	2021 Current (2021/09)	2021 Goal	2026 Strategic Goal
Budget dedicated to financing ESG initiatives	€	N.A.	Over 590.000	-	In progress (reported annually)	0,25% of annual consolidated result	0,25% of annual consolidated result