



# SUSTAINABLE DEVELOPMENT

# 01. Introduction



The company's sustainable development policy is part of a process of continuous improvement. Our values distinguish us, guiding our actions. By doing so, we are committed to conducting our business in a socially and ethically responsible manner.

Sustainability that drives us is a development that prioritises economic success, the safety and growth of our employees, stable and lasting relationships with our business partners, environmental management and social progress. In this way, ICAS translates sustainability into benefit for all stakeholders.

Through real projects, our social and environmental responsibility policy is materialised around the following 4 pillars:

- Respect of labour standards
- Health and safety of our employees
- Protection of the environment
- Ethics of the company

Our sustainability efforts and activities are geared towards incorporating the interests of all stakeholders: Employees, customers, shareholders, partners, governing bodies and the local communities in which we are active. We are registered on the Sedex platform and have been certified as SMETA 4 PILLAR without any observations or non-compliance.

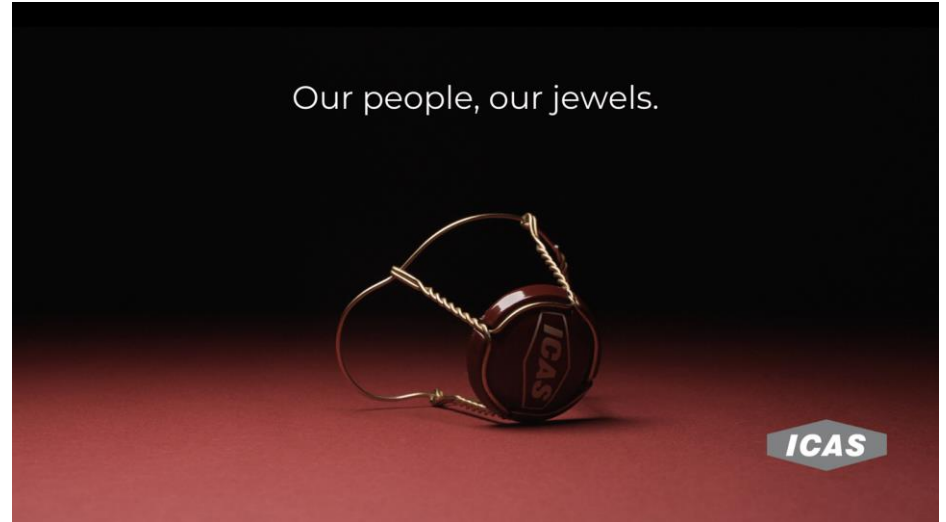


02.

## Professional development and enhancement of human capital



We nurture talent through career development and continuous learning. We ensure that learning programs are not only technical and activity-specific, but also provide opportunities for growth to enable our employees to mature and cooperate in a global business environment.



### 03. Responsible Purchasing



ICAS recognises the importance of responsible procurement.

We choose to work with trusted suppliers and partners who share our vision.

Our leading wire supplier, Bekaert, was awarded GOLD status by Ecovadis, an independent sustainability assessment agent whose methodology is based on the CSR standard. Ecovadis found that Bekaert's performances are equal to or greater than 99% of the firms evaluated in the same sector.

Bekaert also participates in the CDP climate change and supply chain questionnaires in response to the growing interest in the *carbon footprint* of both operations and logistics.

## 04. Responsible Purchasing

Suppliers	Material	Distance (km)
Emmeti s.r.l.	Discs/Tinplate	8.8
Bekaert s.a.	Steel wire	979
Bianchini s.a.	Steel wire	885
Imballaggi Piemontesi s.r.l.	Cardboard packaging	102
D.S. Smith S.p.A.	Cardboard packaging	141
Ivrea Imballi s.r.l.	Cardboard packaging	2.4
Plax s.r.l.	Plastic 1 packaging	158
Plax s.r.l.	Plastic 2 packaging	335
S.EL.D.	Transportation	16.8

We also try to source supplies from areas close to our facility, in order to reduce the environmental impact of transport and maintenance.

However, in some cases, considering the type of raw material used, no alternative suppliers can be found in nearby areas.

## 05. Responsible Purchasing

N° ADDIZ. (V047)	(A) EX/50RX	3
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MARCA OPERATIVA DUPLICATO 12/VC/437672  
COSTRUTTORE: DAIMLER AG  
LUNGHEZZA 6,167 M LARGHEZZA 2,500 M  
TIPO CAMBIO: AUTOMATICO  
AVANZ.RALLA MIN: 333 MM - MAX: 062 MM  
PNEUMATICI:  
315/70 R 22,5 SU I, II ASSE  
REVISIONE EFFETTUATA CON ESITO  
\*REGOLARE\*.  
DATA 13.10.2017 (VC0001BR17V)  
RISP. IL REG. 595/2009\*64/2012A  
(EURO VI)  
CON DISPOSITIVO ANTIPARTICOLATO  
SOSP. ASSE/I MOTORE/I-PNEUMATICA  
MASSE MAX AMMESSE-ASSE ANT.KG. 07500  
ASSE POST.KG. 12000  
VEICOLO BASE AT.  
SUSP. PNEUMATICI:  
315/80 R 22,5 SU I, II ASSE.  
385/55 R 22,5 SU I ASSE.  
385/55 R 22,5 SU I ASSE.  
INDICI DI CARICO PNEUMATICI:  
I ASSE SOLO SINGOLO: (154/-)G  
II ASSE SOLO DOPIO: (-)/146)G  
IMPRESA INDIVIDUALE TRASPORTO MERCI-  
FRASSA' CLAUDIO  
VIA TORINO 509  
EVREA (TO)

S.E.L.D., our main transport operator for deliveries to Italy and abroad, has always shown a particular focus on respect for the environment, using 90% of the latest generation of low emission vehicles EURO 5 and EURO 6.

In addition, ICAS is committed to creating road/train/sea transport combinations to reduce environmental impact where possible.

## 06. Responsible Purchasing



All our suppliers of critical materials, as well as any new suppliers, are assessed on a semi-annual basis (see example below), with any corrective action plans if the minimum required levels have not been acquired. These action plans are closely monitored in order to maintain a high focus on improvement.

Scheda Giudizio Fornitori									
Periodo di valutazione	V.to del Valutatore		Data		Pag. 1 / 1				
Luglio/Dicembre 2020	<i>Giuseppe Sforza</i>		07/01/2021						
	Luglio	Agosto	Settembre	Ottobre	Novembre	Dicembre	FINALE	MONITORAGGIO	
FORNITORE	Luglio CVD <sub>T</sub>	Agosto CVD <sub>T</sub>	Settembre CVD <sub>T</sub>	Ottobre CVD <sub>T</sub>	Novembre CVD <sub>T</sub>	Dicembre CVD <sub>T</sub>	Media CVD <sub>TM</sub>	% NC	IQMF
BEKAERT	9,8	9,7	9,9	9,9	9,9	9,9	9,9	0,102	9,9
BIANCHINI	9,8	10	10	10	10	9,6	9,9	0,060	9,9
IMBALLAGGI PIEMONTESI	10	10	10	10	9,83	9,87	9,9	0	9,9
IVREA IMBALLI	10	10	10	10	10	10	10	0,014	10
LITOCARTOTECNICA VALSABBINA	10	/	10	9,33	/	/	9,78	0,00374	9,78
DS SMITH	10	/	10	9,67	10	10	9,9	0	9,9
EMMETI	10	10	10	10	10	10	10	0,019	10
ABACO	/	9,83	10	10	10	10	9,97	0	9,97
SANDIFLEX	10	8,5	10	10	10	10	9,75	0	9,75
SE CO PACK	/	/	/	/	/	/	/	/	/
FAGA	10	10	10	10	10	10	10	0	10
BARBERO	/	/	/	/	/	/	/	/	/
NEFAB	/	/	/	/	/	/	/	/	/
ADEGLAS	/	/	/	/	/	/	/	/	/
PLAX S.P.A.	/	/	/	/	/	/	/	/	/
SELD	10	10	10	10	10	10	10	0	10
ARTICA	10	10	10	10	10	10	10	0	10

Mod. scheda giudizio fornitore cpv.00

# 07. Responsible Purchasing



ICAS SPA

## Codice di Condotta dei Fornitori



1

As of 2019, all of our major suppliers have signed the “ICAS Code of Conduct” demonstrating that they have a code of ethics and sustainability goals (including responsible purchasing) that are equivalent to ours.



## 08. Educational and training initiatives



List of activities and funding implemented by ICAS:

- Assistance for the local hospital for terminally ill patients;
- Establishment of a volunteer-run centre for Alzheimer's patients;
- Youth Philharmonic Orchestra;
- Financial support for local nursery school;
- Financial support for the youth volleyball team;
- Scholarship at the local technical school.

Every year, we participate in the PMI DAY-INDUSTRIAMOCI activities in Canavese. This is an event with about 20 students. During this day, our team engages students in our daily lives, simulating various activities, providing real-world examples and illustrating our concepts of health and safety at work as well as consideration for the environment.

## 09. Environmental Aspect: environmentally friendly and/or non-polluting production processes and activities



### Finished product:

The wirehood is made of metal consisting of tinplate and steel and has optimal characteristics. These materials can be 100% recycled and reused indefinitely to bring new products to life.

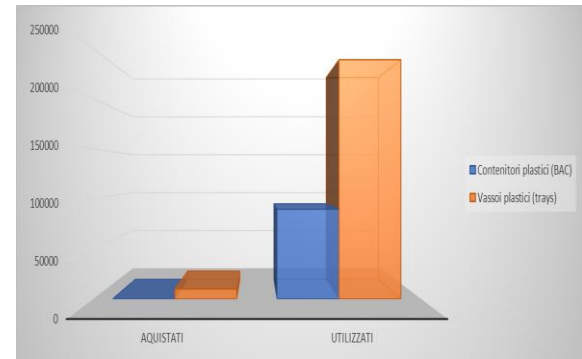
### Packaging:

All the packaging we use is recyclable and reusable. Specifically, our plastic packaging is reusable and our cardboard packaging and cover films are fully recyclable.

In 2022, compared to the use of 358,483 plastic packages, only 47,548 were purchased.

As of 2022, plastic packaging for trays will be totally made of recycled material.

	Contentori plastici (BAC)	Vassoi plastici (trays)
Aquistati	11.908	35.640
Utilizzati	102.848	255.635



10.

## Environmental Aspect: environmentally friendly and/or non-polluting production processes and activities



### Machines:

Initiatives to reduce energy consumption and emissions of CO<sub>2</sub> are implemented by regularly renewing our equipment fleet with new generation machines.

### Compressors:

2020 - Installation of a new high efficiency variable speed compressor (inverter) which is calibrated to the compressed air demand of the installation and which, thanks to the energy efficient motors, reduces the electricity consumption.

2021 - Installation of a compressor heat recovery system to produce compressed air. The system takes heat from the compressor oil cooling circuit and transfers it to the water circuit in line with the boilers. The objective is to recover a heat output of approximately 100 kW. The plant went into operation in May 2021 and in the summer months allowed the detachment of the heat generating boilers (used for air treatment units). This saves 7,000 cubic meters of natural gas and a corresponding reduction in *carbon footprint* of approximately 14 tons of CO<sub>2</sub> (1.98 KG CO<sub>2</sub>/m<sup>3</sup> gas). On an annual basis, the estimate is 35,000 cubic meters of unconsumed gas and a reduction of 70 tons of CO<sub>2</sub>.

### LED lights:

Our manufacturing department is equipped with led lights that reduce energy consumption by 70/80% with an average life span of ten times as compared to traditional incandescent or halogen technologies. The use of this technology results in an annual energy saving of approximately 184,629 KW and approximately 92 tons less CO<sub>2</sub> being released into the atmosphere.

## 11. Environmental Aspect: environmentally friendly and/or non-polluting production processes and activities



### Presence and motion detectors:

Presence detectors have been installed in all areas: services, warehouses, common spaces (such as corridors, snack area, changing rooms, canteen, etc.). This initiative results in annual energy savings of up to 25%.

### Air conditioning:

The replacement of air conditioning cooling systems with state-of-the-art machines results in an annual energy saving of 16%.



12.

# Environmental Aspect: environmentally friendly and/or non-polluting production processes and activities



## Boilers:

2020 - Renewal of the boiler room by replacing the old 1.5 MW installation with a new 1.2 MW installation of the latest generation with condensation heat recovery and an annual normalised efficiency of 106%. The adoption of new boilers will contribute to further reducing natural gas consumption and CO2 emissions as well as the heat recovery introduced into the compressor room. Checks are carried out annually and reports on the operation of boilers are drawn up in accordance with UNI 10389-1 standards.

Verifica secondo Norma UNI 10389-1 L. 10/1991 e s.m.i. D.Lgs. 192/2005 e s.m.i.

Chemist 503 B BG N. serie: 2005

Memoria: 70 Analisi: media Data: 09/01/20 Ora: 14:06

Comb.: Gas naturale Altitudine: 0 m U.R. aria: 50 %

T. Fun1	106,0 °C
T. aria1	20,2 °C
O2	6,2 %
CO2	8,2 %
CO	2 ppm
NO	44 mg/kWh
Rif. O2	3,0 %
CO rif	2 ppm
Rif. O2	3,0 %
NOx rif	71 mg/kWh
l, n	1,42
dt	85,8 °C
Os	4,7 %
Es	95,3 %
Ec	0,0 %
Et	95,3 %
Tiraggio	16,3 Pa

Misura | 1 | 2 | 3

T. Fun1	102,5	106,5	109,0
T. aria1	20,0	20,2	20,3
O2	6,2	6,2	6,2
CO2	8,2	8,2	8,2
CO	2	2	3
NO	44	44	44
COx	2	2	4
NOx	60	60	60
l, n	1,42	1,42	1,42
dt	82,5	86,3	88,7
Os	4,5	4,7	4,8
Es	95,5	95,3	95,2
Ec	0,0	0,0	0,0
Et	95,5	95,3	95,2
Tir.	16,3	17,3	17,0

Ora: 14:02 | 14:04 | 14:06

Note: .....

Nome e Cognome: HANA DEVID

# 13. Responsible Purchasing



SAN BERNARDO D'IVREA, il 17/02/20

Ordine di Acquisto

Numero  
ORA VR-20-0013 (1)

Questo numero dovrà essere indicato nella  
bolletta di consegna, nelle fatture, e in tutta la  
corrispondenza relativa al presente ordine.

Data  
12/02/20

Pagina  
1/1

Spettabile

GRAFICHE GIGLIO TOS SRL  
VIA GRANDE, 3  
10015 IVREA  
TO  
Italia

Porto

Pagamento

RIMDIR - Rimessa Diretta 90 GG. FM

Le spedizioni relative al presente ordine  
devono essere accompagnate dalla  
bolletta di consegna. Per lo spedizione e  
mezzo fornito, dalle documenti dovrà  
essere inviato via Poste.

Destinazione merce

Magazzino Centrale Icas, Strada Torino 288, 10015 SAN BERNARDO D'IVREA, TO, Italia

Articolo	Descrizione	U.M.	Quantità	Prezzo	Importo	IVA	Sc. %	Cons.
	RISME CARTA A4	N.	150	3,000	450,000	22		14/02/20
	Richiesta carta marchiata ECOLABEL							
	Valore totale esclusa I.V.A.:			EUR	450,000			

## Printers/Faxes/Scanners:

A contract with our software house allows us to always use the latest versions of printers or scanners with the benefits of functionality, safety, productivity and sustainability, enabling us to reduce costs, energy consumption and CO2 emissions. Our new Epson inkjet printers use up to 95% less energy than a laser printer. With fewer parts to replace, Epson inkjet technology produces less waste, reducing the environmental impact of producing and recycling consumables.

## Office paper:

We only order “ECOLABEL” paper.

# 14. Responsible Purchasing

**icila**

CERTIFICATO/CERTIFICATE  
**ICILA-COC-004140**

SI CERTIFICA CHE LA GESTIONE DELLA CATENA DI CUSTODIA ATTUATA DA  
WE HEREBY CERTIFY THAT THE MANAGEMENT OF CHAIN OF CUSTODY OPERATED BY

**INDET SRL**  
sede legale/registered office: VIA MONTE LEONE, 77 - 21013 GALLARATE (VA) - Italia

PRESSO LE SEGUENTI SEDI/SITES INCLUDED IN THE CERTIFICATION  
VIA MONTE LEONE, 77 - 21013 GALLARATE (VA) - Italia

È CONFORME AGLI STANDARD / IS IN COMPLIANCE WITH THE STANDARDS  
**FSC-STD-40-004 v3.0**

PER LE SEGUENTI LAVORAZIONI E PRODOTTI / FOR THE FOLLOWING PROCESSING AND PRODUCTS

**Acquisto di rotoli di carta adesiva FSC Misto e FSC Riciclato.  
Produzione di etichette autoadesive FSC Misto e FSC Riciclato.**

**Purchase of adhesive paper in rolls FSC Mix and FSC Recycled.  
Production of adhesive labels FSC Mix and FSC Recycled.**

La fine completa del gruppo di prodotti ricorre nel campo di applicazione del certificato e disponibili su: [www.fsc.org](http://www.fsc.org)  
The full list of the product groups that are covered by the scope of the certificate is available on the website "FSC" at [www.fsc.org](http://www.fsc.org)

Questo certificato non costituisce evidenza che un particolare prodotto fornito dal titolare del certificato sia certificato FSC o FSC Control Mix.  
Questo certificato non costituisce evidenza che un particolare prodotto fornito dal titolare del certificato sia certificato FSC o FSC Control Mix.  
This certificate does not constitute evidence that a particular product supplied by the certificate holder is FSC certified or FSC Control Mix. This certificate does not constitute evidence that a particular product supplied by the holder of this certificate complies with the requirements of FSC when it is clearly stated on sales and delivery documents.

I titolari di carte e di rotoli di prodotto certificato sono sottoposti nei Regolamenti per la produzione e il management delle certificazioni della gestione della CATENA DI CUSTODIA secondo gli STANDARD FSC, per il rispetto delle autorizzazioni di cui la LOGO FSC è autorizzata in rapporto agli stessi.  
The holder of each product covered by this certificate are subject to the requirements for the management of a certification and certification chain according to the FSC Chain of Custody standards of STANDARD FSC, per il rispetto delle autorizzazioni di cui la LOGO FSC è autorizzata in rapporto agli stessi.  
This certificate remains the property of CSF SpA. The certificate and all copies or reproductions of it shall be returned or destroyed on CSF SpA request.  
La validità di questo certificato non essere verificata sul sito <http://info.fsc.org>

PRIMA EMISSIONE FIRST ISSUE <b>19/06/2019</b>	DATA DI VALIDITÀ EFFECTIVE DATE <b>19/06/2019</b>	DATA DI SCADENZA EXPIRING DATE <b>18/06/2024</b>
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Mod. CSF 004 (Rev. 0)

icila brand of  
**CSI**  
Viale Lombardia, 20 - 20021 Bollate (MI) - [www.csi-spa.com](http://www.csi-spa.com)  
CSI SpA, a socio unico soggetta ad attività di direzione e coordinamento di BICO Group S.r.l.  
REA MI 1468210 (R.U.C.F./P.I. 11360160161 - Cap. Soc. € 1.040.000)

Ing. P. Baldazzi  
B. U. Sistemi di Gestione / B. U. Management Systems

  
FSC  
www.fsc.org  
FSC® C006614  
The mark of  
responsibility forestry

Adhesive labels:  
Labels purchased from ICAS comply with  
FSC-STD-40-004 v3.0 standard.

# 15. Responsible Purchasing

The infographic is titled "Tintura ecologica Spun-Dyed per tecnologie più eco-sostenibili". It features the Spun-Dyed logo (a green leaf) and a recycling symbol. The text describes the process as "fisico" (physical) and lists environmental benefits: 85% less water consumption, 75% less chemical use, 0% toxic waste, and 50% less CO2 emissions. It also lists consumer benefits: better color fastness and better color after washing. The footer includes the website [www.newwave.it](http://www.newwave.it) and the CLIQUE logo.

**Tintura ecologica Spun-Dyed**  
per tecnologie più eco-sostenibili

Si ringrazia la ditta **ICAS S.p.A**  
per aver scelto questo prodotto, realizzato con nuove tecnologie a favore dell'ambiente e del consumatore. Questo capo CLIQUE, sempre attenta alle soluzioni per uno sviluppo di tecnologie eco-sostenibili, beneficia di un innovativo trattamento nella tecnica della tintura "in filo" denominata **Spun-Dyed**. Questo processo "fisico" prima della tessitura e non più il tradizionale processo chimico genera:

**Benefici per l'ambiente**

- 85% Riduce consumo d'acqua dell' 85%
- 75% Utilizza il 75% in meno di sostanze chimiche
- 0% Non produce scarichi tossici
- 50% Taglia le emissioni CO2 di più del 50%

**Benefici del consumatore**

- Solidità del colore migliore alla luce
- Solidità del colore migliore dopo i lavaggi

[www.newwave.it](http://www.newwave.it) ...per saperne di più pag. 147 catalogo **CLIQUE**

**Employee uniform:**  
We buy clothes made in spun-dyed eco-tones. This technology reduces water consumption by 85%, uses 75% less chemicals, produces no toxic waste, and reduces CO2 emissions by 50%.



## 16. Responsible Purchasing



**Detergents and degreasers:**  
We use Ecolabel and CAM (minimum environmental criteria) products for floor cleaners, glass cleaners and degreasers. In particular, the Green Clean degreaser is recommended in the H.A.C.C.C.P self-testing procedures in addition to having the CAM and ECOLABEL marks.

ECOLABEL labels all products and services that are characterised by low environmental impact and high performance standards, from raw material extraction to final disposal.

# 17. Responsible Purchasing

## Waste consumption and management:

We constantly monitor electricity, gas and water consumption.

The responsible use of water is a priority for us, and that is why we are constantly monitoring the consumption of water, even if it is not part of our production process.

From 2022, almost all taps in the company are equipped with sensors to reduce water wastage.

Waste (virtually all of which is fully recyclable) is managed via the Environmental Product Declaration (EPD).



La scheda può essere utilizzata esclusivamente ad uso interno del dichiarante  
Questa sezione deve essere presentata esclusivamente via telematica

CODICE FISCALE  
00477030019

### COMUNICAZIONE RIFIUTI

Modello DR - Rifiuti conferiti a terzi

n° progressivo Scheda RIF 0002  
n° progressivo Modulo DR 00001  
Codice rifiuto 120102

#### Destinazione del rifiuto

Soggetto destinatario del rifiuto:  
Cod. fiscale 11134210019  
Nome o rag. sociale BUZZI S.R.L.

#### Sede impianto di destinazione (se di destinazione nazionale):

Provincia TORINO  
Comune BAIRÒ  
Via N. Crivio  
VIA CASTELLAMONTE 35  
C.A.P. 10010  
Quantità conferita nell'anno  
425.263,000 Kg

#### Nel caso in cui il rifiuto abbia destinazione non nazionale indicare:

Paese estero (di destinazione)  
Codice Regolamento (CE) 1013/2006

#### Indicare l'attività svolta a destinazione

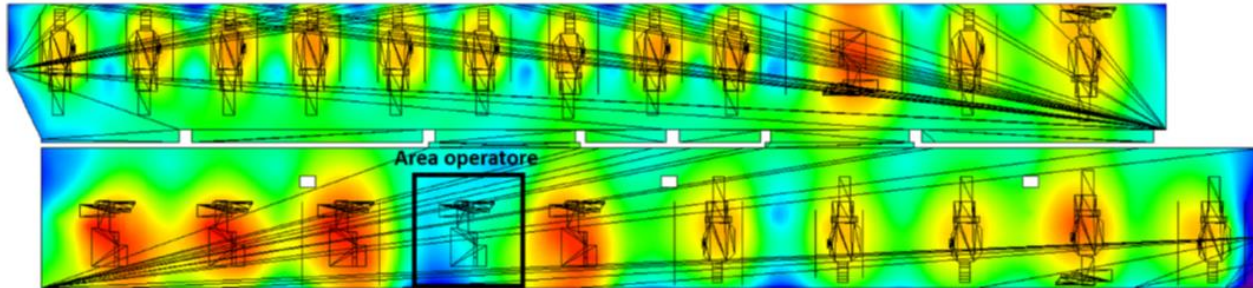
Quantità ad altre operazioni di smaltimento  
Quantità a recupero di materia  
Quantità a recupero di energia  
Quantità a incenerimento  
Quantità avviate in discarica



## 18. Staff – Noise reduction



2022 - The production tunnels underwent interventions to further reduce noise levels.



## 19. Future activities



**2022-2023** - Photovoltaic installation of up to 400 kW for electricity production that will cover up to 20% of ICAS' needs. When fully operational, this installation will enable us to reduce CO2 emissions by approximately 150 tonnes/year.

**2022-2023** - Use of compostable elements. These products are certified according to the OK compost INDUSTRIAL and SEEDLING standards.

**2023-24** - Renewal of SMETA 4 Pillar certification.

**2023** - Obtaining ISO 14000.

**2023** - Carbon footprint calculation.



Thank you for your attention.



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