



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

We are registered on the Sedex and Ecovadis platform and have been certified as SMETA 4 PILLAR without any observations or non-compliance.



01. Introduction



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.

Icas has got as a reference, the 2030 Agenda for the sustainability development signed in Septembre 2015 from the governments of 193 countries members of the ONU agency.

This agenda contains an action program for the persons, the planet and the prosperity. It concerns the 17 goals for the sustainability development which includes: poverty, hunger the right for health and education, access to the water and energy sources, employment, inclusive and sustainable economic growth, climate change and the protection of the environment, urbanisation, the patterns of production and consumption, gender and social equality, justice and peace.



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

@ BEKAERT

ecovadis



MSCI ISS oekom vigeo

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)
1	Discs/Tinplate	8.8
2	Steel wire	979
3	Steel wire	885
4	Cardboard packaging	102
5	Cardboard packaging	141
6	Cardboard packaging	2.4
7	Plastic 1 packaging	158
8	Plastic 2 packaging	335
9	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° A0005-1V047	(A) EX700PX	3
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MARCA OPERATIVA DUPLICATO 12/VC/457672
COSTRUTTORE: DAIMLER AG
LUNGHEZZA 6.157 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 (VC0001BK17V)
RISP. IL REG. 595/2009*64/2012A
(EURO VI)
CON DISPOSITIVO ANTIPARTICOLATO
BOSP.ASSE/I MOTORE/I-PNEUMATICA
MASSE MAX AMMESSE-ASSE ANT.KG. 07500
ASSE POST.KG. 12000
VEICOLO BASE AT.
DEGUE PNEUMATICI:
315/80 R 22,5 SU I. II ASSE.
385/65 R 22,5 SU I ASSE.
385/65 R 22,5 SU I ASSE.
INDICI DI CARICO PNEUMATICI:
I ASSE SOLO SINGOLO: (1547--10)
II ASSE SOLO DOPPIO: (---7/14)G
IMPRESA INDIVIDUALE TRASPORTO MERCI-
FRASSA' CLAUDIO
VIA TORINO 509
IVREA (10)



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 2023	<i>Giuseppe Sclano</i>		04/01/2024						
	Luglio	Agosto	Settembre	Ottobre	Novembre	Dicembre	FINALE	MONITORAGGIO	
FORNITORE	Luglio	Agosto	Settembre	Ottobre	Novembre	Dicembre	Media	% NC	IQMF
	CVD _T	CVD _T	CVD _T	CVD _T	CVD _T	CVD _T	CVD _{TM}		
01	9,8	9,7	9,9	10	9,8	10	9,86	0,90	9,86
02	9,2	10	10	10	9,9	/	9,82	2,53	9,82
03	10	/	10	10	10	9,86	9,97	0	9,97
04	10	10	10	10	10	10	10	0	10
05	/	/	/	/	/	/	/	0	/
06	/	/	/	10	/	/	10	0	10
07	10	10	10	10	10	10	10	0,12	10
08	10	/	10	/	9,83	/	9,94	0	9,94
09	/	/	10	/	/	/	10	0	10
10	/	10	10	10	9,66	10	9,93	0	9,93
11	/	/	/	/	/	/	/	0	/
12	9,83	/	/	/	/	/	9,83	0	9,83
13	10	/	/	/	/	/	10	0	10
14	9,8	/	9,9	10	10	9,33	9,80	0,89	9,80
15	10	10	10	10	10	10	10	0	10
16	10	10	10	10	10	10	10	0	10
17	10	/	/	/	/	8,66	9,33	0	9,33

07. Responsible Purchasing



ICAS SPA

Codice di Condotta dei Fornitori



1



From 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.

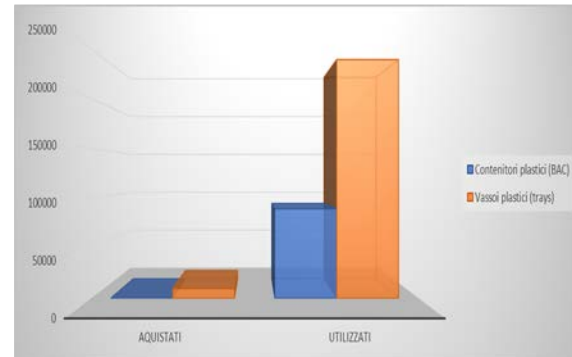
Packaging:

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, plastic packaging for trays is made entirely from recycled materials.

In 2023, we used 243,571 plastic packaging, only 53,373 were purchased.

	Contenitori 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 CO₂ 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 CO₂ (1.98 KG CO₂/m³ gas). On an annual basis, the estimate is 35,000 cubic meters of unconsumed gas and a reduction of 70 tons of CO₂.

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 CO₂ 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. 182/2005 e s.m.i.

Chemist 503 B BG N. serie: 2005

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

Cond.: Gas naturale
Altitudine: 0 m
U.A. aria: 50 %

T fuel 106.0 °C
T aria 20.2 °C
O2 6.2 %
CO2 8.2 %
CO 2 ppm
NO 44 mg/vol
Rif. O2 3.0 %
CO rif 2 ppm
Rif. CO 3.0 %
NOx rif 71 mg/vol
T_n 1.42
OT 85.8 °C
Os 4.7 %
Es 95.3 %
Ec 0.0 %
Et 95.3 %
Tiraggio 16.3 Pa

Misura | 11 | 21 | 3
T fuel | 102.5 | 106.5 | 109.0
T aria | 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
T_n | 1.42 | 1.42 | 1.42
OT | 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
Firma per p: [Signature]

Nome:
Codice Fiscale:
P. IVA:
Comune:
N. Comune: SAN TAURO TAVINSE
P. IVA: 46
Libretto assicurazione generatore presente: NO
Libretto completo in tutte le sue parti: NO

Trattamento in riscaldamento: non richiesto assente struttura altro
Trattamento ACS: non richiesto assente struttura altro

Cerale da forno o condotti di scarico idonei in: SI NO NC
Sistema di regolazione temperatura ambiente: SI NO NC
Assenza di perdite di combustibile liquido: SI NO NC
Assenza tenuta dell'impacchetto elemento e regolatore: SI NO NC

ETICA DEL GRUPPO TERMICO GT 02 Data di installazione: 10/2010

Gruppo termico singolo: Gruppo
Tubo scambiatore radiante: Generatore

Pot. term. nominale max. del boiler: 575 (kW)

Dispositivi di comando e regolazione: Presenza fessura dei prodotti della combustione
Valvola di sicurezza alla sovrappressione: Controllata e pulita lo scambiatore laterale
Presenza fessura dei prodotti della combustione: Risultati controllo, secondo UNI 10389-1

Val. CO (ppm) 6,2, 8,2, 2
Val. Ossigeno (vol%) 95,3, 95,2

Si è valutata la convenienza economica, che qualora applicati all'impianto, potrebbero essere di distribuzione nei locali non riscaldati
sistema di trattamento dell'acqua sanitaria e per riscaldamento, ove assente
in sistema di regolazione crivotti con un sistema programmabile su più livelli di temperatura

punti A, B, C, D, E (seppur menzionati), che l'apparecchio può essere messo in sicurezza delle persone, degli animali e dei beni.
 SI NO

rischiabilità per insulti a persone, animali o cose derivanti da manomissioni dell'impianto
a. In presenza di carenze riscontrate e non eliminate, il responsabile dell'impianto è incaricato. Si raccomanda un intervento manutentivo entro il
Orario di arrivo/partenza per:

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, nella fattura, 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 spedizioni e
magari fornite, dalle documenti dovrà
essere incollato via Posta.

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



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





15. Responsible Purchasing





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

Benefici del consumatore

 Solidità del colore migliore alla luce	 Solidità del colore migliore dopo i lavaggi
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www.newwave.it ...per saperne di più pag. 147 catalogo 

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



- Use of compostable elements. These products are certified according to OK compost INDUSTRIAL and SEEDLING.

18. 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. As for the irrigation of green areas, built a tank to collect water from a private well.

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 Modello DR 00001
Codice rifiuto 120102

Destinazione del rifiuto	
Soggetto destinatario del rifiuto:	
Col. fiscale	11134210019
Nome o rag. sociale	BUZZI S.R.L.
Sede impianto di destinazione (o di destinazione nazionale):	
Provincia	TORINO
Comune	BAIRO
Via	N. Circo
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:

Passo intero (di destinazione)
Codice Pagamento (CE) 1013/2006

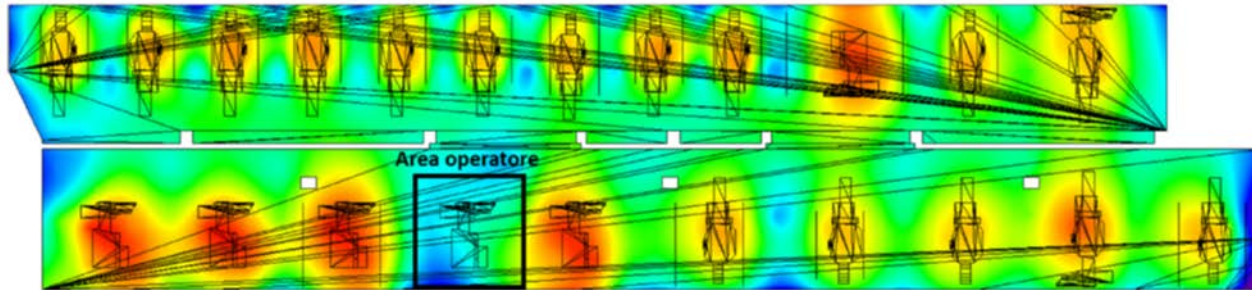
Indicare l'attività svolta a destinazione
Quantità ad altre operazioni di smaltimento
Quantità a recupero di materia
Quantità a recupero di energia
Quantità a incenerimento
Quantità avviata in discarica



19. Staff – Noise reduction



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



20. Electric power

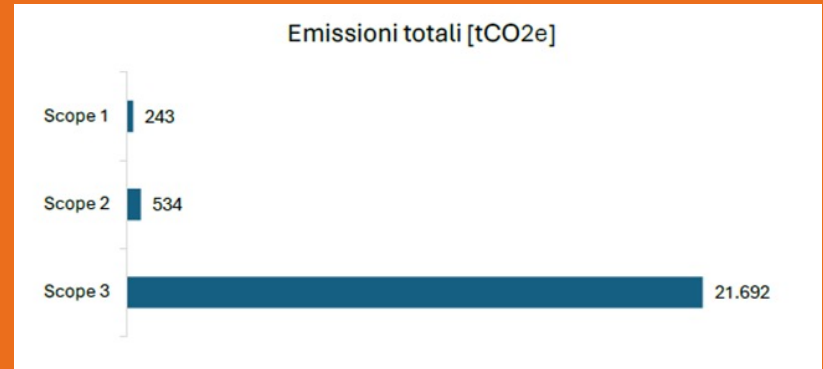


Installation of photovoltaic panels with a maximum power of 400 kW for the production of electricity that covers up to 20% of the needs of ICAS. This facility allows us to reduce CO₂ emissions by about 150 tons per year.

21. Carbon foot print



- 2024 – GHG Study: GHG is a tool designed to enable organizations to set up a framework for measuring, documenting and managing their greenhouse gas emissions.



22. Future activities



- 2024 - Renewal of SMETA certification 4 pillars.
- 2023-2024 - Obtaining ISO 14000 certification.
- 2024 - Use of a SMART system for PEST CONTROL (Advantages: elimination of toxic baits, targeted and timely surveillance measures, reducing emissions from unnecessary interventions).
- 2027 possible obtaining of ISO 45001 certification.



Thank you for your attention.



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