



**E.S.G.**  
**ENVIRONMENTAL  
SOCIAL  
GOVERNANCE**

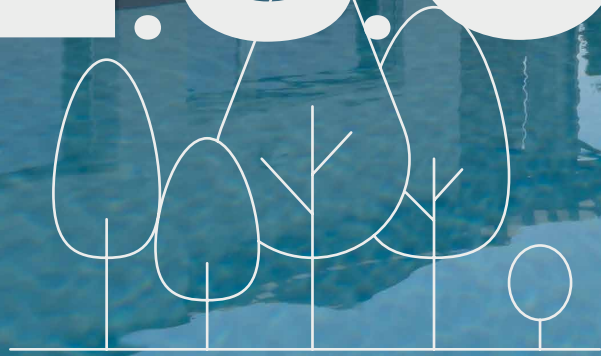
**A CLEAR AND COMPLETE ANALYSIS  
OF THE MAIN, CURRENT AND  
FUTURE E.S.G. INDICATORS.**

JULY 2023





# ESG.



We are constantly striving to achieve the global sustainable development goals.

ENVIRONMENTAL

E.

S.  
SOCIAL

G.  
GOVERNANCE

SUSTAINABILITY



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## Dear Stakeholders,

The sustainability report of A&T Europe S.p.A. (hereinafter: “A&T Europe” or the “Company” or the “Group”), parent company of the main brands; Myrtha Pools, Piscine Castiglione, Pool’s and i.Blue, is a transparent communication tool for its stakeholders and in the future a regulatory compliance tool, to give visibility to the company’s commitment on the sustainability front.

The historical moment in which we currently find ourselves is marked by demanding challenges, both for the international scene and for the daily operations of companies.

Despite this complex and always developing context, A&T Europe has remained constantly active and attentive to the objectives of sustainable development on a global level, with a series of choices and activities that have characterised our work for years now.

Over time, A&T Europe has defined its growth strategy through a path of awareness, which today marks a significant step. With the creation of the first Group Sustainability Report, we intend to present A&T Europe’s approach to sustainable development, offering a tangible vision, both current and prospective, of the main indicators relating to environmental, social and governance issues (*Environmental, Social, Governance*).

Our project fits into a global scenario and a market environment where attention to the principles of sustainability by administrations and organisations, citizens, and businesses has considerably and legitimately increased. A&T Europe intends to best interpret external and internal stakeholders’ expectations, which also represents many opportunities for growth in the field of innovation.

The mission of the Group has always been to create a new model of sustainable development through the possibilities offered by innovation. To benefit the environment and all stakeholders, the Group uses the potential of *technological leverage* and product development in all sectors, *Competition, Hospitality, Leisure, Wellness and Residential* with the aim of defining a stable and sustainable growth rate.

A&T Europe’s sustainable development actions are also fully aligned with the inherent values of equal opportunities, efficiency, innovation, integrity, respect, progress, well-being, and safety.

Starting from these values, A&T Europe manages its business activities through various environmental, social and governance themes, based on some fundamental guidelines:



# E-ENVIRONMENTAL.

Introducing products and services to the market in line with the principles of sustainability, with the aim of promoting a responsible, ethical, and inclusive transition to ensure a minimal impact on the environment. Building and installing a swimming pool with A&T Europe technologies reduces CO2 emissions by 50% compared to the traditional pool building method of reinforced concrete, and by 30% compared to pools made with welded steel. Furthermore, the reduction of water consumption thanks to the development of accompanying filtration systems and the long life of A&T Europe products, are elements in favour of environmental sustainability.

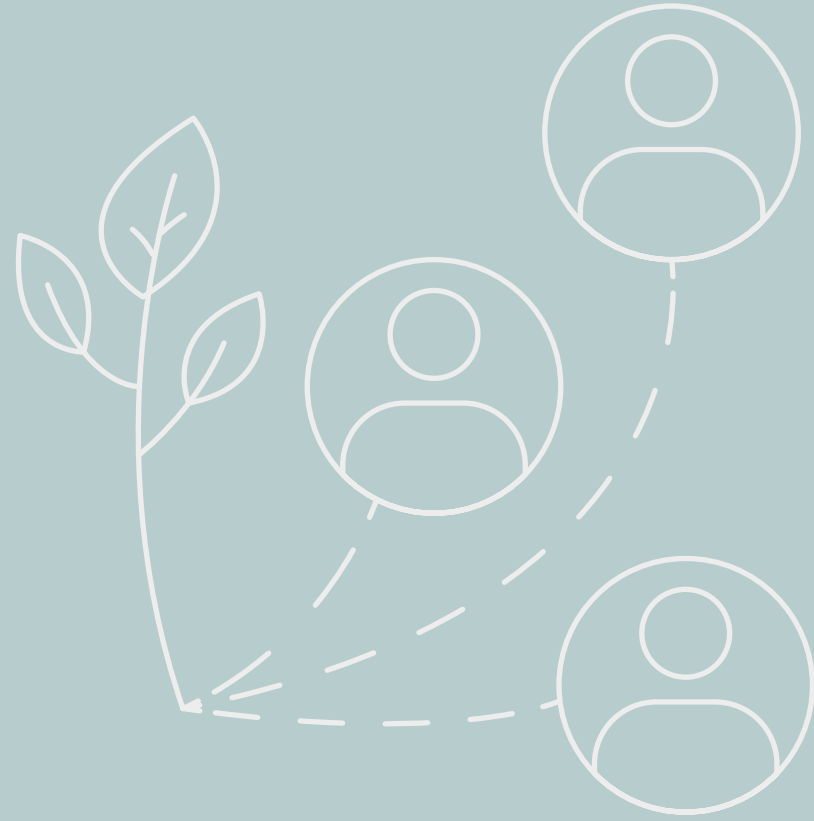
To contribute to the efficiency and sustainability of buildings, the Company has submitted its products to mapping according to the international green rating tools such as LEED V4, BREEAM and GREEN STAR. This mapping highlights how the processes and products of the Company can strongly support the sustainability objectives for investments in the construction sector. In fact, the Company’s materials and products contribute to obtaining a specific series of credits for the purpose of achieving energy certification for buildings.



# S-SOCIAL.

## LETTER TO THE STAKEHOLDERS.

S.



Talented people are an essential asset for the success of the Company and for the creation of added value for the entire Stakeholder ecosystem. People are therefore at the forefront of the Group's value chain and the commitment to nurturing talent and guaranteeing a healthy, positive, meritocratic work environment is significant.

A&T Europe pays close attention to its employees with investments in skill growth and training. "*Sport, Salute & Benessere*" is a programme launched within the Company in recent years to internally stimulate the importance of well-being and good health to support one of the main values of the Company and the orientation towards the development of sports activities. "Sport Salute & Benessere" promotes the enrolment of employees in sports competition (running, cycling, swimming races, etc.), free admission to aquatic centres for employees and discounts for family members, electric bicycles are available to employees for use during lunch breaks, weekend trips, home-working commuting and team building. Company meetings are made available held with nutritionists and athletic trainers, fresh seasonal fruit is provided for employees, free blood tests and flu vaccines, company library, as well as travel for sporting or cultural events.

Lastly, the observance and protection of the essential principles of equality and social inclusion are a cornerstone of A&T Europe's organisation, and internal awareness raising activities are functional to grasping the moral, intellectual and professional value of diversity. For years, the Company has supported inclusive initiatives and associations of athletes with disabilities, who are involved in numerous corporate initiatives, both sporting and of a social nature.

## LETTER TO THE STAKEHOLDERS.

G.



# G-GOVERNANCE.

In recent years, Corporate Governance has been significantly strengthened through a series of actions that have contributed to clarifying the Group's position regarding the transparency and regulatory compliance strategy. While remaining a highly entrepreneurial company, governance has been extended to the front management lines, who today participate in the main strategic decisions of the Company.

The aspects of corporate management are based on good practices and ethical principles, with respect for human rights for internal and external Stakeholders, the dynamics of equal opportunities, the transparency of corporate decisions, and with respect for minority groups. In this regard, A&T Europe reiterated its attention to the organisation, management, and control model according to Legislative Decree 231/01, while with specific reference to the management of internal departments and relations with suppliers, outsourcers and other external entities, the *Code of Ethics* and the *Code of Conduct for Business Partners* were reconfirmed.

In terms of health and safety, the *Health and Safety Committee* was set up to enable site managers participate, with the aim of identifying possible risk factors for the Company, including those deriving from Covid-19. Among the practices initiated in the context of the prolonged pandemic situation, the Group stood out in supporting customers by offering the development, assistance, and maintenance of secure digital solutions, ensuring the strengthening of a common digital culture, promoting *education for digital innovation*, providing exceptional service and satisfaction for our customers.





OUR AIM IS  
TO INCREASE  
TRANSPARENCY  
AND ENSURE  
CONSTANT  
IMPROVEMENT  
OF THE GROUP'S  
ESG PERFORMANCE.

The reporting process of the analytical performance of the Company's main indicators of sustainable development was completed in 2022, in compliance with recognised international and national standards such as GRI and SASB. This process has enabled the collection of key quantitative data on a corporate and operational level, with the aim of increasing transparency and continuous improvement of the Group's ESG performance.

The publication of the Sustainability Report is a decisive step in nurturing and bringing a system into all the initiatives that, over time, our Group has undertaken within the broader sphere of social responsibility and in directing the sustainable development strategy that will guide our further growth path.

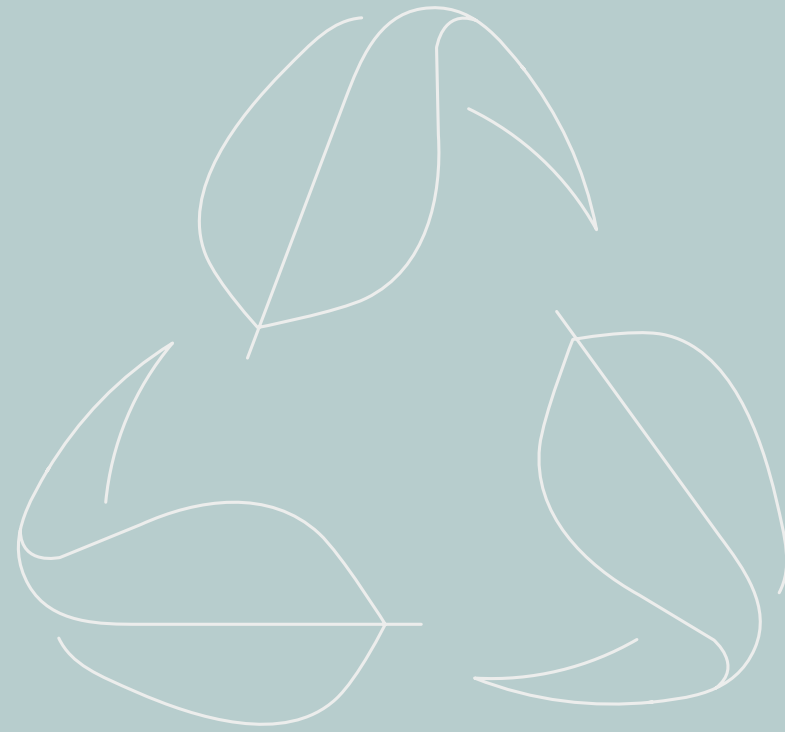
I invite you to follow us along this path, where you will see our growing commitment and attention in the coming years.

*Roberto Colletto,*  
CEO of A&T Europe S.p.A.



# METHODOLOGICAL NOTE.

## METHODOLOGICAL NOTE.



This report makes it possible to highlight the initiatives and projects implemented in the economic, social, and environmental fields, as well as the most representative key indicators of the company considering the business in which it operates. The sustainability report aims to respond to the need to communicate a responsible path, made up of sustainable behaviour and practices that the company has begun to undertake.

## METHODOLOGICAL NOTE.

### ADOPTED GUIDELINES AND REPORTING PROCESS *(gri 2-3)*

The A&T Europe sustainability report shows the performance for the 2022 financial year (1 January 2022 - 31 December 2022) in relation to the economic, social, and environmental aspects. The report will be an annual publication.

The document was drawn up in accordance with the SASB (Sustainability Accounting Standards Board) standards for the “Engineering & Construction Services” and “Industrial Machinery & Goods” sectors. The document layout and part of the contents have been drawn up according to the GRI (Global Reporting Initiative) standards which came into force on 1 January 2023 and related updates.

As an exception to the principle of comparability indicated in the GRI 1 standard - Reporting principles, the information entered is only reported for 2022, since it is the first time that the company has collected information on its own sustainability. In the coming years, A&T Europe will also be able to produce a history of the published data, to provide stakeholders with a clear and broad-spectrum view of the company’s performance and its trend over the years. A&T Europe are actively involved in various organisational areas operating within the group of companies, in preparing the sustainability report.

The sustainability report highlights the most significant economic, environmental and social impacts of A&T Europe. These impacts have been based on the materiality analysis elaborated through an online questionnaire conducted on an internal work group and on a representative sample of corporate figures selected to interpret the point of view of stakeholders, including employees, sports associations, public administrations, customers and suppliers.

### READING GUIDE

Next to titles and subtitles - where necessary - the reference SASB and GRI indicators are shown, detailed in the SASB index on p. 100 and in the GRI Content Index on p. 101.

### SCOPE *(gri 2-2)*

This report is for the company A&T Europe S.p.A.

### SIGNIFICANT CHANGES *(gri 2-4)*

Compared to the previous year, no significant changes occurred in the organisational structure of A&T Europe in 2022.

### CONTACTS *(gri 2-3)*

Contacts for requesting any information contained in the document:

#### **A&T EUROPE S.P.A.**

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info@myrthapools.com



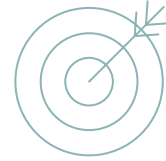
1.



**A&T EUROPE  
IN THE WORLD.**



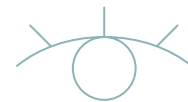
## 1. A&amp;T EUROPE IN THE WORLD.

OUR  
MISSION

Our mission is to develop and enhance technologies related to aquatic activities, establishing ourselves as a global leader in the field of swimming pools for aquatic sports and competitions, and also those designed for recreational and wellness activities. Many years of operation in various countries around the world, tackling even complex projects, have allowed the company to build up significant expertise, and can now offer superior solutions.

We combine our knowledge with a strong innovative drive to encompass all aspects of our business: from architectural and technical design to component production, from large aquatic complex design to facility management.

**We are, by choice and by our history, always in search of excellence.**

OUR  
VISION

Our vision is to be a reliable and unique reference point in the global market.

Our commitment and determination are markers of our quality, innovation, and excellence provided in our products and associated services, creating the maximum possible long-term value for customers and stakeholders.

OUR  
CULTURE

Our culture is shaped by a solid set of values in pursuit of our mission and corporate vision. We promote a culture that supports the group's success through clear values, total quality, putting the customer at the center of everything we do, collaborating with a team spirit, a culture of action, and a love for challenges, best describes the professional conduct we expect from our employees.

Ethics and a passion for excellence are the pillars of our identity, building value over time through transparency, honesty, and respect for others.

## 1. A&amp;T EUROPE IN THE WORLD.

OUR  
VALUES

## TOTAL QUALITY

Our focus for the coming years is to definitively achieve the goal of total quality, which will be clearly perceived externally.

To reach our goal, we have set ourselves to work by fundamentally concentrating on the following:

- Research and innovation, both technological and in new products
- Design development
- Supply chain management
- After-sales service

Operating in this direction will allow us to maintain our premium position in the pool market and successfully enter new segments with the exacting standards demanded by the market.

FOCUS  
ON CUSTOMER

The customer is our asset. We believe it is right to place the customer at the center of the company's system and activities, we are committed to meeting their expectations through effective service and an open and collaborative relationship.

CULTURE  
OF ACTION

We strive for our people to be strongly results-oriented, with the courage to make the right decisions with intelligence and sense of responsibility to achieve set objectives. The company ensures that everyone receives adequate training and tools for the role they must fulfill.

PEOPLE AND  
COLLABORATION

We encourage teamwork so that everyone's involvement contributes to the achievement of the company's project, and everybody in every single department feels responsible for the results. Our focus on quality and excellence requires that everyone feels a continuous drive for improvement. We are promoting open and frank communication and respect for each other's work to be common and widespread among our employees.

LOVE FOR CHALLENGES  
AND COMPLEX PROJECTS

Our philosophy, geared towards always accepting new challenges, leads us to love and tackle even the most complex projects with enthusiasm.

We do our best to assess the risk of new challenges correctly, but we are also aware that a certain degree of entrepreneurial risk is present whenever we engage in new and difficult projects.

## 1. A&amp;T EUROPE IN THE WORLD.

## 1.1.1. OUR HISTORY

COMPANY  
MILESTONES  
SINCE  
1961

Founded in Castiglione delle Stiviere in 1961, A&T Europe S.p.A. has had a consistent path of growth: the company began its activities initially on a national scale, before expanding worldwide, achieving the status of an international leader in its field within a few years of its foundation. Thanks to vision and a strategic plan focused on the continuous search for the most advanced and reliable technologies, along with its exclusive patents, the company has been able to bring about a technological revolution in the pool market, embarking on international development.

1961

A&T Europe is established, initially engaged in packaging with good economic success.

1966

Among its early activities, A&T Europe engaged in the construction of a harbor and a hotel on Lake Garda, which was to include four pools. The founder, engineer Giorgio Colletto, decided to commercialize steel and vinyl pools imported from the USA, launching a successful business thanks to ideas, courage, and a series of fortunate coincidences: space in the market, participation in trade show and advertising in emerging magazines. This commercial adventure began under the brand name "*Piscine Florida*."

1968

Giorgio Colletto introduces the brand "*Piscine Castiglione*," named after the town where the company's business was taking shape, Castiglione delle Stiviere in the province of Mantova.

1974

A&T Europe introduces the HD = Heavy Duty technology, allowing the construction of galvanized steel pools coated with a double-thickness PVC membrane. This results in a durable product that can overcome all constraints of shape and size. This technology also enables the company to enter the market of public and commercial pools. In just one year, A&T Europe builds 400 pools.

## 1. A&amp;T EUROPE IN THE WORLD.

1977

Following an insight by the founder Giorgio Colletto, the company patents a new technology for modular steel pool construction. A&T Europe introduces the Myrtha technology for pool walls, based on the use of stainless-steel panels laminated on the water side with a high-resistance PVC membrane. For the production of the panels, the lining is applied hot through a plasticizing line, forming a sheet coupled to the stainless-steel and resistant to mechanical processing. The HD technology introduced a few years earlier continues its function on the pool bottom.

1979

In the early 1980s, the **Sport and Leisure** division is established, expanding the company's offerings to a new sector, water-based entertainment. In 1988, the first complete water park is completed in Cesenatico.

1987

The **European Championships in Strasbourg** mark A&T Europe's first major challenge in the international sports events arena, with the construction of the first temporary pool using the Myrtha technology. After the event, the Strasbourg pool was dismantled and permanently reinstalled in its current location in Canet en Roussillon, France.

1994

In the spirit of continuous improvement, the company introduces stainless steel in the production of Myrtha panels for commercial and sports pools.

In September 1994, the company is the official supplier of the **VII FINA World Swimming Championships** held in Rome. On this occasion, a temporary Myrtha pool was installed on a clay tennis court at the **Foro Italico**, the same venue as the International Tennis Championships. Unable to undertake any construction work, A&T Europe installed an above-ground, completely self-supporting, and dismantlable pool after the event.

1995

FINA again chooses A&T Europe for the construction of two temporary pools on Copacabana Beach in Rio de Janeiro for the FINA Short Course World Swimming Championships in December. Beyond its technological quality for sports purposes, the installations in Rio in 1995 on one of the world's most famous beaches remain among the most spectacular ever built by the company.



## 1. A&amp;T EUROPE IN THE WORLD.

1996

Myrtha technology arrives in Atlanta for the **Centennial Olympic Games** with a temporary pool for water polo events. The pool was installed in just 12 days and later dismantled and reinstalled at the Lake Highland Preparatory School in Florida, where a permanent 50-meter pool was built. The **Atlanta Olympics** established the worldwide excellence and uniqueness of **Myrtha technology** for temporary installations in international sports events.

1997

Meanwhile, the company develops and patents specific technology for renovating obsolete concrete pools. In 1997, the first projects were carried out using the **RenovAction** technology: stainless steel laminated with PVC panels became one of the best solutions for renovating outdated pools. In Almaty, Kazakhstan, the Asian Games took place in pools renovated with this technology, developed, and implemented by the A&T Europe Research and Development team.

1998

Myrtha technology for sports events is not limited to temporary use. The organizing committee of the **FINA World Swimming Championships in Perth** chooses A&T Europe to build a **permanent water polo pool** at the Challenge Stadium, the most prestigious aquatic complex in Australia, already equipped with four competition pools.

2000

Given the significant international successes achieved, President Colletto takes the decision to open the **Myrtha Pools USA** branch in Florida.

2005

At the 2005 FINA World Swimming Championships in Montreal, the company built a total of 7 pools, three permanent and four temporaries. During the championships, **9 world records were broken**. The **American swimmer Phelps**, one of the international swimming "sharks," described the pools as "perfect."

## 1. A&amp;T EUROPE IN THE WORLD.

2008

A&T Europe faces its **second Olympic challenge at the Beijing 2008 Games**, introducing the **RenovAction** technology for the renovation of two pools, one for diving and one for 50m competitions, inside the Ying Tung Natatorium.

2009

A&T Europe becomes an **official partner of FINA**, marking a collaboration that will drive evolution in the world of aquatic sports. The partnership is officially announced at the **2009 FINA World Swimming Championships in Rome**. The company installs two temporary pools for water polo and synchronized swimming at the Foro Italicco tennis courts, as in 1994. Additionally, a pool is created for the "**Swim with Your Champion**" initiative, dedicated to the young spectators of the event, giving them the opportunity to swim and challenge the times of their swimming idols.

2010

In the world of private pools, the Piscine Castiglione brand is now the undisputed leader in the Italian market. Alongside the Piscine Castiglione offerings, the company introduces the **i.Blue piscine** brand, which offers various standard models of modular pools with different shapes and sizes and a focus on pool automation, targeting a more technology-oriented audience.

2011

A&T Europe celebrates **50 years of continuous development**, receiving recognition from Confindustria, the leading representative association of manufacturing and service companies in Italy. The list of A&T Europe references exceeds 20,000.

2012

A&T Europe's fourth Olympic experience involves building and **installing a total of 18 pools for the Rio Olympics**. These include both temporary and permanent pools. A&T Europe also establishes itself as an international leader in the hospitality sector, successfully completing projects at Lefay Resort & SPA and SLS Brickell in collaboration with Philippe Starck. Additionally, the company designs and constructs a water park on the fabulous Harmony of the Seas cruise ship.

## 1. A&amp;T EUROPE IN THE WORLD.

2013

The company identifies new developments in the market of slides, spray parks and themed play areas for children, including on cruise ships. In 2013 MSC Cruises won an award as an innovator in the field of entertainment for guests, thanks to the **Vertigo slide** and the **Doremi Castle spray park** created by A&T Europe on board the MSC Armonia.

2015

A year to remember both for some spectacular and hyper-technological creations inaugurated in various countries around the world, such as the **Galaxy Macau in China** and the **Porsche Design Tower in Miami**.

2016

At its fourth Olympic experience, A&T Europe builds and installs a total of **18 swimming pools for the Rio Olympic Games**. These include both temporary pools and permanent pools. A&T Europe also establishes itself as an international leader in the hospitality sector, with successfully completed projects at Lefay Resort & SPA and SLS Brickell in collaboration with Philippe Stark. The company also completes the design and construction of a water park on the fabulous cruise ship **Harmony of the Seas**.

2017

For the FINA World Championships in Budapest, A&T Europe installed “water on water” for the first time in the history of the Championships, with a **temporary high diving pool**. This circular facility, 15 metres in diameter and 6 metres deep, was built on the banks of the Danube River in front of the Parliament building.

2018

A&T Europe embarks on another challenge: **Myrtha Wellness**, a new line of solutions and products for wellness centers. In the hospitality sector, major hotel chains (**Hilton, Marriott, Accor**) have chosen A&T Europe as a partner for aquatic spaces.

## 1. A&amp;T EUROPE IN THE WORLD.

2020

Three Myrtha pools head to the **Tokyo Olympics**. The pandemic halts the event and moves the Olympics, so the installed pools will wait another year before being filled and used. Meanwhile, **the market for private pools and components in Italy experiences rapid growth**. In a world that has stopped, the added value of a pool in one’s own garden becomes evident.

2022

The road to the 2024 Paris Olympics is already underway: A&T Europe signs an agreement as the **Official Supporter of the Paris 2024 Olympic and Paralympic Games**, with a comprehensive scenario of 24 pools, including permanent, temporary, and training pools. Sustainability and inclusivity are key themes in Paris, and the company is a spokesperson for both, leading to the committee’s choice.

1.1.2.  
GROUP STRUCTURE (gri 2-2)

A&T Europe has not prepared a consolidated financial statement for the year 2022, as it is assessed that the controlled companies, individually and collectively, are immaterial for the accurate and truthful representation of the group’s financial position and economic performance.

As a result, A&T Europe’s sustainability reporting includes only the entity A&T Europe S.p.A. The scope of A&T Europe’s sustainability report is the same as the financial statement for all material topics. There were no significant changes in the reporting scope in 2022 compared to 2021.

1.1.3.  
A&T EUROPE’S GLOBAL PRESENCE (gri 2-1)

With over six decades of unwavering commitment to excellence, A&T Europe has ignited a technological revolution in its niche market, propelling itself towards global expansion. Beyond overseeing the design and installation of the pools we offer, our company manufactures a significant portion of its components and accessories, adhering rigorously to both national and international regulations.

Today, A&T Europe proudly showcases its achievements across more than 70 countries spanning all five continents. Operating through 8 subsidiaries worldwide and a well-structured sales network, both domestically and internationally, our company boasts an annual production capacity exceeding 1,500 pools, with 300 dedicated to public facilities.

HISTORY.





# 70 COUNTRIES

WE'VE LEFT OUR MARK IN OVER  
70 COUNTRIES WORLDWIDE

# 312 EMPLOYEES

OUR TEAM OF DEDICATED  
PROFESSIONALS  
DRIVES OUR SUCCESS

# 7 SUBSIDIARIES

WE OPERATE THROUGH  
7 SUBSIDIARIES, ENSURING  
EFFICIENT GLOBAL OPERATIONS

# 400 DISTRIBUTORS

WITH AN EXTENSIVE NETWORK  
OF 400 DISTRIBUTORS, WE'RE  
CLOSER TO YOU THAN YOU THINK

# 1,500 POOLS ANNUALLY

CRAFTING EXCELLENCE WITH OVER  
1,500 POOLS ANNUALLY

# 300 PUBLIC POOLS

AMONG THESE, 300 SERVE THE  
NEEDS OF THE PUBLIC,  
PROMOTING AQUATIC WELL-BEING

## 1.2. BUSINESS MODEL (gri 2-6)

A&T EUROPE IS A FAMILY-OWNED  
ENTREPRENEURIAL COMPANY NOW IN ITS  
SECOND GENERATION. WE ARE COMMITTED TO  
CARRYING FORWARD THE FOUNDER'S VISION  
WHILE ADAPTING TO EMERGING NEEDS AND  
EXPLORING NEW BUSINESS OPPORTUNITIES  
PRESENTED BY THE MARKETS.

## SUBSIDIARIES

- 01. MYRTHA POOLS USA INC. FLORIDA - USA
- 02. MYRTHA POOLS SWITZERLAND S.A. FRIBOURG - SWITZERLAND
- 03. MYRTHA CONTRACTING USA INC FLORIDA - USA
- 04. WELLNESS SPECIALIST S.R.L. BUCHAREST - ROMANIA
- 05. MYRTHA POOLS SOUTH EAST EUROPE DOO PORTOROZ - SLOVENIA
- 06. MYRTHA POOLS MIDDLE EAST DUBAI - EAU
- 07. MYRTHA POOLS INDIA PRIVATE LIMITED BANGALORE - INDIA
- 08. MYRTHA POOLS BRASIL SÃO PAULO - BRAZIL



## 1. A&amp;T EUROPE IN THE WORLD.

## BRAND CHART



## PISCINE CASTIGLIONE



Piscine Castiglione stands as the historic brand under the A&T Europe Spa umbrella. It exclusively caters to the high-end private pool market within Italy, boasting a medium-to-high-end target audience. As the market leader, Piscine Castiglione not only offers premium pools but can also extend its portfolio to encompass wellness projects and products. In such cases, it collaborates with the Myrtha Wellness business unit for design and production. The internal structure is complemented by an external network of around 140 authorised dealers across Italy.

## PISCINE SERVICE



Piscine Service was established alongside Piscine Castiglione and has emerged as Italy's pinnacle in post-sales assistance and maintenance for all types of pools, whether they were constructed by the company or not. This exceptional service extends to both private and public pools. Internally, Piscine Service operates in conjunction with a network of approximately 100 service providers across Italy, ensuring top-notch support and maintenance for pool owners.

## 1. A&amp;T EUROPE IN THE WORLD.

## MYRTHA POOLS



Myrtha Pools is the brand that encompasses A&T Europe's global market presence. It caters to various market segments, including pools for major sporting events (both temporary and permanent), competition pools, those for gyms, fitness centers, rehabilitation centers, hotels and resorts, water parks, and holiday parks. Notably, it does not focus on private pools. Myrtha Pools operates internally and through a network of approximately 200 international distributors.

## MYRTHA WELLNESS



Myrtha Wellness is a dedicated business unit under the Myrtha brand, specializing in the design and production of spas and wellness centres in Italy and worldwide. Myrtha Wellness was established with the aim of complementing its offerings by integrating water elements with wellness components such as saunas, steam baths, emotional showers, hammams, frigidarium's, caldarium's, tepidarium's, relaxation areas, and more. Myrtha Wellness is associated with the Myrtha Pools brand and is used internationally. Additionally, wellness products are available in various formulations through Piscine Castiglione and Pool's.

## 1. A&amp;T EUROPE IN THE WORLD.

## MYRTHA POOLS

## COMPETITION POOLS

- Pools for sport events (Olympics, World Championships)
- Competition pools for sports centers, municipalities
- Pools for universities and high schools
- Pools for gyms and fitness centers
- Pools for physiotherapy and rehabilitation

## DESIGN POOLS

- Pools for hotels and resorts
- Rooftop and high-rise pools
- Pools for residential complexes, luxury condominiums
- Pools for SPA centers

## MYRTHA WELLNESS

Myrtha Wellness is a cross-sector offering available in all regions and across all the categories listed above. Sales teams can promote wellness solutions globally. It was initially developed as a complementary offering for hotels, which typically have pools and spas. However, it can also be marketed to sports centres, gyms, rehabilitation facilities, campgrounds, and recreational complexes. Given its specific expertise in functional and aesthetic design, a dedicated Business Unit was established to support sales networks. Projects are handled in synergy between the Wellness division and the relevant Area Managers. Wellness has its own brand because it focuses on dry areas, distinguishing it from the core Myrtha product line, which includes pools.

## LEISURE POOLS

- Pools for water parks
- Pools for camping and tourist villages
- Recreational municipal pools
- Pools for cruise ships
- Spray parks

## LEISURE

Referred to as "Leisure" within the company, it is not a standalone brand but rather a package that includes products, accessories, design, and theming for recreational projects. In this case, too, everyone can promote Leisure solutions. However, due to the more creative and complex nature of these projects, there is a specialised Business Unit that supports Area Managers and sales networks. This Business Unit provides expertise in consulting, design, theming, and offers a range of accessories and water games. Accessories and games are not manufactured in-house; we have suppliers and partners, and the division is responsible for their procurement and selection.

## 1. A&amp;T EUROPE IN THE WORLD.

## POOL COMP

## POOL'S

Pool's is a commercial organization that manufactures and distributes pool accessories and spare parts in Italy, serving a network of approximately 800 customers.

Among its various accessories and products, Pool's also offers wellness products separately and not under the Myrtha Wellness brand.

POOL'S  
SPECIALIST

Pool's Specialist is the brand that identifies the best and most loyal customers within the Pool's customer base.

## PrimaVeraPool

PrimaVeraPool is a product brand under the Pool Comp umbrella. It represents a modular above-ground self-supporting multifunctional pool made of galvanized steel. Available for both the Italian and international markets.

iBlue®  
PISCINE

i.Blue Piscine is a commercial organization specializing in the construction of standard models of private pools. It targets the mid to low-end market and distributes exclusively in Italy. It has an internal structure along with external distributors (approximately 50).

Gloobe  
Pool in Progress

Gloobe is an e-commerce brand that offers pool accessories and components at reduced prices.



## 1. A&T EUROPE IN THE WORLD.



### 1.2.1 BUSINESS SECTOR

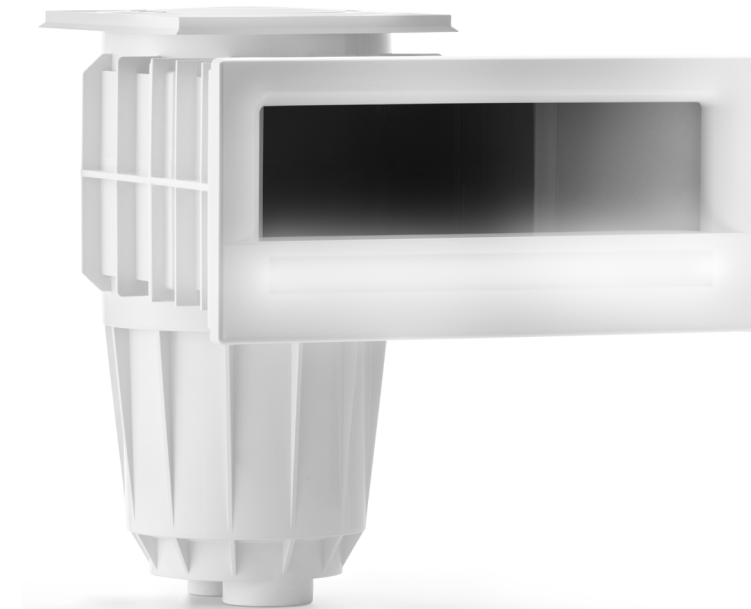
A&T Europe's global success is the result of extensive experience and a comprehensive coverage of the pool market. The company designs and constructs pools for various market sectors, including: private pools, competition pools, recreational pools for water parks and campings, pools for hotels and resorts, pools for gyms and fitness centers, thermal pools and spas, physiotherapy pools, wellness and spas.

### 1.2.2. PRODCUT AND MARKET SERVED

## PRIVATE POOLS

Since 1961, A&T Europe's core activities have been centered on the private pool sector in Italy. Our company designs, manufactures, and installs private pools, specialising in technically complex projects with and in many cases, intricate details. Attention to detail and finishes allows for complete project customisation and integration with the surrounding environment. In Italy, the company operates with dealers and service centers that provide maintenance services to both customers and external clients. A&T Europe is affiliated with Assopiscine, the Italian Association of Pool Builders.

## 1. A&T EUROPE IN THE WORLD.



## POOL COMPONENTS

The company has an in-house division dedicated to the production and marketing of pool components. It manufactures a significant proportion of the items shown in its catalogue and is the only Italian producer of a complete range of ABS accessories (skimmers, lights, nozzles, bottom drains). A&T Europe places a strong emphasis on delivering quality and customer satisfaction for this range.



1. A&T EUROPE IN THE WORLD.



## COMPETITION POOLS

A&T Europe has developed exclusive technologies to provide for tailor-made solutions for the construction of large, permanent and temporary competition facilities. These include swimming pools, water polo pools, synchronized swimming pools, and diving pools.

Our precision in installation, short construction times, and compliance with dimensional tolerances set by regulations have led many countries' swimming federations to choose Myrtha technology for some of the world's most important competitions.

Since 2009, **A&T Europe** has been a partner of World Aquatics (formerly FINA) and, in 2022, entered into an agreement as the **Official Supporter of the Paris 2024 Olympic Committee** for the construction of 24 pools. **A&T Europe** also sponsors over 20 of the world's most important aquatic federations.

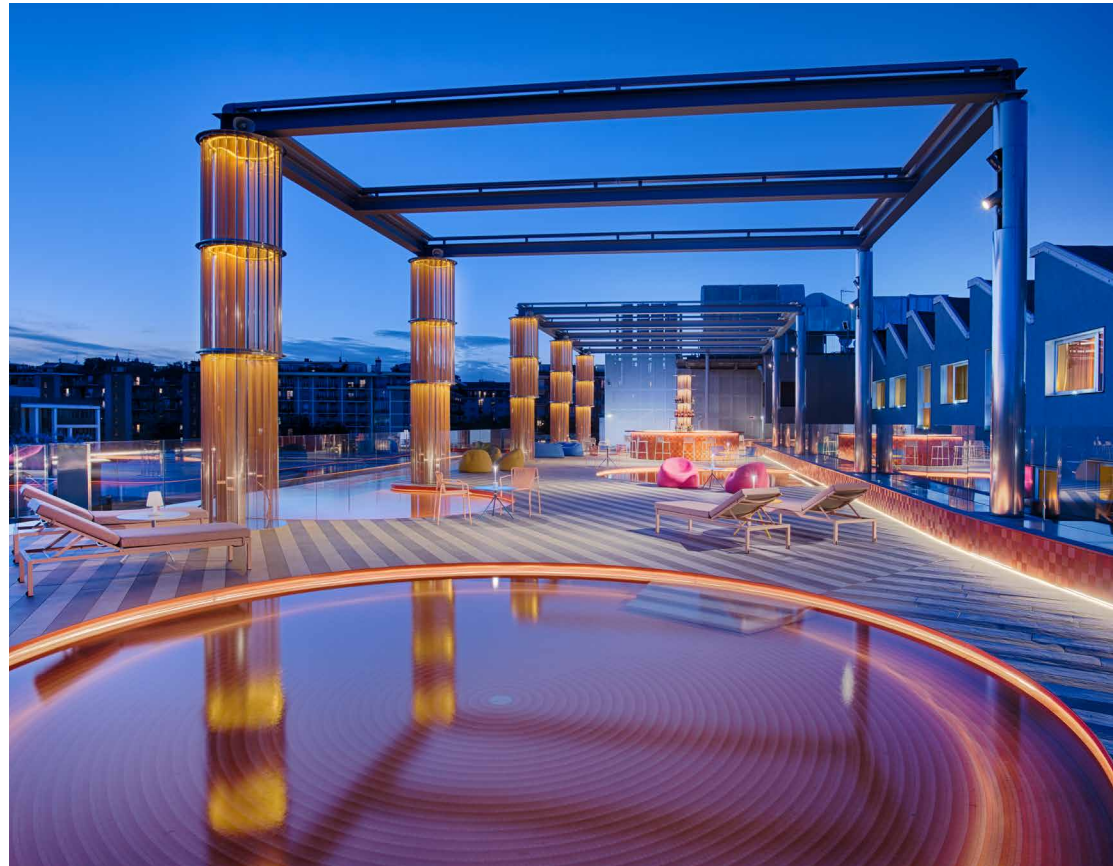
1. A&T EUROPE IN THE WORLD.



## RECREATIONAL POOLS FOR WATER AND HOLIDAY PARKS

A&T Europe transforms pools into spaces for entertainment and relaxation. They create unique solutions, projects, and structures suitable for various recreational needs, both indoors and outdoors. These pools come in various shapes, with "beach" entry, dedicated hydro-massage areas, or special water features. They can include accessories such as slides, water mushrooms, fountains, or raised areas above the water's surface





# POOLS FOR HOTEL AND RESORTS

In the hospitality sector, A&T Europe ensures the realisation of various projects in compliance with architectural and safety standards. They offer the best structural and aesthetic solutions, even in confined spaces, on terraces and in high-rise buildings. Installation is carried out quickly without disruption to clients and customers. We provide easy and rapid maintenance and offer a wide range of accessories and water features for leisure and fun participation in the pool.

A&T Europe has established partnerships with several of the world's most important international hotel chains, including **Hilton, Marriott, and Accor**.

# POOLS FOR GYMS AND FITNESS CENTERS

A&T Europe designs and builds pools for exclusive fitness centres worldwide. Our high-level design and exclusive solutions seamlessly integrate with the prestige and quality of these centers. Myrtha technology allows for the rapid completion of complex projects with minimal disruption to operations, meeting both architectural and user safety standards. They offer a wide range of specific fitness accessories and structures while providing top-tier solutions in terms of structure, filtration, and water treatment.

**Virgin Active Fitness** is among the prominent brands with which A&T Europe has collaborated, constructing pools in several centres in Italy and worldwide.



## 1. A&amp;T EUROPE IN THE WORLD.



## THERMAL POOLS AND SPAS

A&T Europe has promoted its expertise and technologies internationally in the thermal wellness sector, creating exclusive projects in areas known for their thermal spring and health treatments. Our materials, specifically designed for pool use, ensure maximum resistance to various types of water, from chlorine-treated to thermal and saltwater. Myrtha technology allows maximum versatility in complex projects, often involving connected pools, partially covered areas, waterfalls, hydro-massage areas, and underwater lights.

## 1. A&amp;T EUROPE IN THE WORLD.



## PHYSIOTHERAPY POOLS

When designing and installing physiotherapy pools, it is crucial that the pool structure and equipment meet specific requirements to ensure the therapeutic value of the facility. A&T Europe's technologies are ideal for pools with therapeutic and rehabilitative purposes, allowing for the pool's integration into existing environments, often tight or difficult to access. This facilitates the monitoring of rehabilitation activities undertaken by patients within the pool. A&T Europe also offers a full range of essential therapy accessories. In addition to building pools for **hospitals and medical rehabilitation facilities**, A&T Europe operate within sports centres and **football clubs** in Italy and abroad.



## 1. A&amp;T EUROPE IN THE WORLD.



## WELLNESS AND SPAS

In recent years, A&T Europe has launched the Myrtha Wellness division, specializing in the design, production, and installation of wellness and SPA structures. Leveraging its technologies and expertise, Myrtha Wellness offers unique product and project proposals in the wellness market, including SPAs, home SPAs, hotels and resorts, fitness clubs, yachts, cruise ships, and club-houses. Water and wellness facilities can naturally be combined in all these projects, and Myrtha Wellness supports clients every step of the way during design, construction, and management.

## 1. A&amp;T EUROPE IN THE WORLD.

### 1.2.3. THE SUPPLY CHAIN

SUPPLIERS ARE ESSENTIAL TO A&T EUROPE, BOTH TO OPTIMISE INTERNAL PRODUCTION PROCESSES AND TO IMPROVE OUR PRODUCTS AND SERVICES. SOME SUPPLIERS ARE ALSO OF STRATEGIC IMPORTANCE AS THEY ARE AT THE HEART OF PROPRIETARY PRODUCTS AND TECHNOLOGIES.

A&T Europe maintains its ongoing relationships with its suppliers to convey our commitment to a responsible business conducted throughout the entire supply chain.

The main tool adopted consists of the supplier qualification process, according to a specific procedure:

- communication to and suppliers' acceptance of the code of ethics
- completing the assessment questionnaire
- audits and site visits.

The company classifies suppliers into three categories based on the assessment and audit results: A, B and C.

**Category A** (Qualified) includes suppliers who score above 50% on the assessment question, have not been flagged for non compliance, sourcing, HR, HSE, quality and/or finance, and who have satisfactorily passed the on-site audit.

**Category B** (Conditional Qualification) includes suppliers who satisfy the first two requirements mentioned above and who have an approved audit, but are subject to the implementation of corrective plans. Once the corrective plans are implemented, these suppliers are re-qualified and moved to category A. If they do not take the required measures within the allotted time, they will be re-classified to category C.

Lastly, **category C** (Disqualified) refers to suppliers who obtain less than 50% of the points on the questionnaire and, in addition, have been reported for the problems mentioned above or who fail the audit. These suppliers will have the opportunity to implement a corrective action plan agreed with A&T Europe before making a final decision on their ban from working with our group of companies.

In the future, A&T Europe intends to apply all the requirements and objectives of ESG certification to its suppliers.



# 1.3. BUSINESS STRATEGY - INCLINATION TO SUSTAINABILITY (gri 3-3)

For A&T Europe, the company's sustainability must translate into the implementation of tangible initiatives that produce positive effects on people, the environment and the community; not only this but, sustainability is connected to the company's innovation, as it enhances business strategies with content and fuels their growth. Lastly, it is also an opportunity to improve the quality of products and services, guarantee the responsible sourcing of raw materials throughout the supply chain, ensure respect for human rights and the living conditions of the people involved and promote sustainable practices to preserve natural resources.

In 2022 A&T Europe decided on a strategic direction and implemented a series of sustainability-oriented actions which are reported in the management report and listed below:

## MARKET RISK - STRATEGIC APPROACH

Potential customers with increased difficulties to mobilise built products due to the ongoing market crisis. Therefore, it will be necessary to privilege high quality products and customers that build high efficiency buildings with a classification not lower than B. This will avoid construction sites that certainly will encounter great difficulties in obtaining financing and selling their products.

## STAFF INFORMATION

The management of the COVID 19 pandemic involved significant and important activity in the first part of the year, this gradually diminished with the relaxing of the state of emergency (31 March 2022). Visiting guests and colleagues were constantly kept informed by the prevention and protection service (SPP) with communications and circulars on the health and logistical conditions in the destination countries. The SPP service periodically updates the list of all European and non-EU countries with an indication for each of them of a risk index (low, medium, high), established based on health, environmental and political-social context parameters.

- During the year, the ability of taking part in safety courses in the classroom was restored, including those that included a practical session. The attending online courses (e-learning) and video conferences remains available for all.
- The safety training programme required by the annual training plan was completed and the required updates were held.
- The annual health surveillance plan was completed with the scheduled medical visits carried out.
- During 2022, no significant injuries or cases of occupational illnesses occurred, nor did any disputes arise with staff in relation to the aforementioned areas.
- A new corporate risk assessment document (DVR) has been adopted (rev. 0 of 27.09.2022), which consists of a main body and 13 annexes. In particular, the new safety organisation chart has been revised.
- The company has adopted the organisation and management model provided for by decree 231/2001.
- As part of the activities envisaged by the model, the supervisory body (ODV) carried out specific audits to control and monitor company activities.

## ENVIRONMENTAL INFORMATION

The activity involves operational management and fulfilment of documentary requirements in various areas (control and analysis of atmospheric emissions, identification and disposal of waste, water discharge, issuing of CPI [Fire prevention certificate] certificates, etc.).

Among the most important activities during 2022 were:

- The issue of the single environmental authorization (AUA) for the entire A&T Europe industrial complex integrated with the new warehouse/production building and the related transferred activities.
- Safety data sheet update – EU Regulation 878/2020. The purchasing office again requested the updating of all safety data sheets from all suppliers, a necessary condition for proceeding with the specific chemical risk assessment.
- Explosive precursors – EU Regulation 1148/2019. The procedure for the traceability and sales control of products containing explosive precursors is adequately managed (Pool PH - liquid; PH minus business, which contain sulphuric acid shrinkage <=35%).
- Biocides - EU Regulation 528/2012 and Leg. Dec. 179/2021 (sanctions decree). After concluding the report by the consultant Normachem, it was decided to eliminate the products containing peroxide, sanitizer and chlorine bromine from the catalogue, replacing them (where possible) with products from other already registered suppliers. With regard to products containing trichlorine, use will continue for maintenance only; as regards products containing dichlorine, PMC registration will be carried out under the name of A&T Europe.



## 1. A&amp;T EUROPE IN THE WORLD.

## 1.4 ECONOMIC PERFORMANCE

1.4.1. DIRECT GENERATED AND  
DISTRIBUTED ECONOMIC VALUE (gri 201-1)

The most relevant economic aspects of A&T Europe are presented through the reclassification statement of the Income Statement, with the aim of giving evidence of the economic value directly generated by the company and its distribution to internal and external stakeholders.

The **Distributed Economic Value** represents the value of the economic and social impact of A&T Europe, as well as the wealth generated and distributed to certain categories of subjects who, with their different contributions, have contributed to producing it as the company's main stakeholders.

The **Retained Economic Value** represents the part of economic resources retained within A&T Europe for its own sustenance and sustainability over time and is the value of depreciation, provisions and increases in reserves.

In 2022, the **Generated Economic Value** was approximately Euro 99 million. Of these, 95% were distributed to stakeholders, according to the table below. The portion retained by A&T Europe is equal to 5%, or approximately Euro 5 million: this corresponds to how much has been invested within it and is the value of depreciation, provisions and increases in reserves.

## TABLE OF GENERATED AND DISTRIBUTED ECONOMIC VALUE

	2021	2022
PRODUCTION VALUE	94.839.183	98.493.459
OTHER INCOME	191.923	669.270
<b>TOTAL GENERATED ECONOMIC VALUE</b>	<b>95.031.106</b>	<b>99.162.729</b>
OPERATING COSTS	68.850.740	73.544.167
EMPLOYEES	19.508.358	19.384.260
PUBLIC ADMINISTRATION	1.207.967	1.000.326
LENDERS	180.997	175.027
<b>TOTAL DISTRIBUTED ECONOMIC VALUE</b>	<b>89.748.062</b>	<b>94.103.780</b>
<b>RETAINED ECONOMIC VALUE</b>	<b>5.283.044</b>	<b>5.058.949</b>

## 1. A&amp;T EUROPE IN THE WORLD.

1.5. PROCUREMENT (gri 204-1)

The purchasing office manages most of the group's supplies. Some department heads proceed directly and autonomously with the procurement of some specific services, such as marketing. The company purchases both raw materials and components for our production facilities, as well as finished products for brands or products that we do not produce ourselves. The volume managed by the purchasing office in 2022 was Euro 39 million (Euro 42 million in 2021).

In 2022, 31% of the group's suppliers are product suppliers, accounting for 62% of the year's purchasing volume. In contrast, there are more service providers, amounting to 69% of total suppliers in 2022, but they account for 31% less purchasing volume in 2022.

In terms of criticality, A&T Europe considers critical suppliers to be those who exceed Euro 50,000 in purchase costs. At the close of the 2022 financial year, A&T Europe had 105 suppliers classified as critical, representing 30% of total suppliers and 94% of total purchases. The average supplier payment days in 2022 were 71. In 2022, there are no significant changes in the ownership structure or location of A&T Europe's suppliers that affect our supply chain, except for one company of which A&T Europe has acquired control.

In order to ensure that the products and services required by the organization are available in the right quantities at the right time, we rely on a combination of local suppliers and suppliers in other parts of the world to optimize costs and availability while minimizing risk.

A&T Europe makes extensive use of the network of local product and service suppliers in all cases where, thanks to the efficiency and availability of the products, this is possible. The purchase is defined as local when the supplier company is less than 50 km from our production site in Castiglione delle Stiviere.

In the case of installation activities, since A&T Europe's customers are all over the world, local purchasing is defined when the country where the installer is based is the same as the country of the end destination of the product. In 2022, the number of local A&T Europe suppliers was approximately 22% of the total significant suppliers.

## SUPPLIER CLASSIFICATION TABLE BY PROXIMITY AND INCLUSION

	2022	
	N.	%
MEDIUM/SMALL SUPPLIERS <sup>1</sup>	90	36.0%
LOCAL SUPPLIERS <sup>2</sup>	54	21.6%
WOMEN-OWNED SUPPLIERS	4	1.6%
SUPPLIERS THAT ARE WORKER-OWNED OR EMPLOY WORKERS FROM VULNERABLE, MARGINALIZED OR UNDER-REPRESENTED SOCIAL GROUPS	1	0.4%
<b>TOTAL SUPPLIERS<sup>3</sup></b>	<b>250</b>	<b>100%</b>
INSTALLATIONS CARRIED OUT BY LOCAL COMPANIES <sup>4</sup>	15	52%
<b>TOTAL INSTALLATIONS</b>	<b>29</b>	<b>100%</b>

<sup>1</sup> Companies with a turnover < €10 million/year.

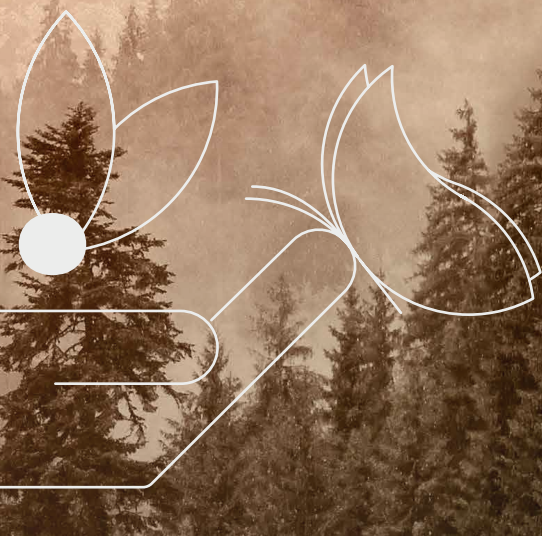
<sup>2</sup> Companies located <50 km away from the A&T Europe headquarters in Castiglione delle Stiviere (MN).

<sup>3</sup> The Purchasing Office manages 320 active suppliers, but only the first 250 by turnover are considered, as the rest have marginal value.

<sup>4</sup> Companies based in the same country in which the installation takes place.



2



**SUSTAINABILITY  
FOR A&T EUROPE.**



# SUSTAINABILITY FOR A&T EUROPE

The sustainability methodology applied by A&T Europe is based on the analysis of double materiality.

The concept of materiality defines how and why certain topics and information are relevant to a company, sector or industry. The materiality analysis lays the foundations for the sustainability strategy of companies, giving them the ability to comprehensively understand, assess and consider risks, opportunities and impacts.

In formulating its idea of sustainability, A&T Europe explored the concept of financial materiality on the one hand, in order to give specific stakeholders (such as investors) an indication on the ESG issues relevant to the company from a financial point of view. On the other hand, A&T Europe has also adopted a multi-stakeholder vision that takes into account not only what is important for the company, but also what is relevant for its stakeholders.

The double materiality analysis adopted by A&T Europe thus aims to extrapolate the information necessary to understand the way in which sustainability issues (environmental, social, governance) influence its activities, as well as the information necessary to understand the overall impact of A&T Europe on people and the environment. Before analysing the developments of the materiality analysis, A&T Europe focused on identifying the relevant stakeholders.

## 2.1. THE STAKEHOLDERS (gri 2-29)

To identify and classify the stakeholders, A&T Europe examined each of them over three dimensions: the power to influence the company's operations, the interest in the company's activity, and the predisposition towards it.

The stakeholder relevance analysis was developed based on the methodology indicated in the volume *Corporate Diplomacy – Witold J Henisz – 2014*.

The methodology used allows a definition of the relevant stakeholders, taking into account both the relationship with the company and the mutual influence between stakeholders, with the aim of improving interactions with them.

The relevant stakeholders for A&T Europe are:

- Customers
- Sports associations
- Employees
- Suppliers
- Local administrations

## 2.2. MATERIALITY FOR A&T EUROPE

The materiality analysis allows the priority environmental, social and economic issues for the company that operates in a specific sector to be identified and assessed.

Materiality is the characteristic by which a certain aspect of the relationship between the company and its stakeholders is able to influence the organisation's ability to create value.

The information acquired at the end of the materiality analysis is necessary to guide the company's strategy and communication.

The term "double materiality" signifies:

1. the impact that sustainable development has on the company's economic performance (financial materiality analysis); and
2. the company's impact on sustainable development (impact materiality analysis).

A&T Europe has decided to use the SASB standard for the financial materiality analysis, and the GRI standard for impact materiality.

2. SUSTAINABILITY FOR A&T EUROPE.

2.2.1. FINANCIAL MATERIALITY

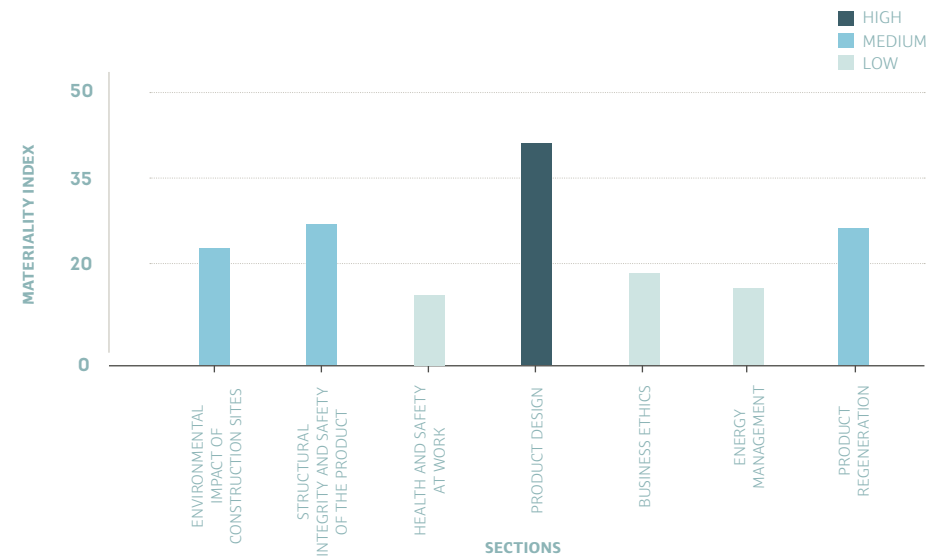
A&T Europe has decided to give a relative order of priority to the topics according to their financial materiality. A multifunctional working group set up within the company carried out a materiality test according to the SASB methodology. The working group analysed each topic in relation to different risk/opportunity factors, to estimate their impact on the company’s operational and financial performance. The test results produced an order of relevance shown in the following histogram:

- **Engineering and construction:** The design and construction services sector offers relevant topics for those who provide engineering, construction, design, consultancy, procurement and other related services in support of various construction and infrastructure projects. A&T Europe’s activity falls within the civil engineering sector, as the company participates in the design and construction of products and infrastructures in projects led by a general contractor or local construction companies.
- **Industrial goods:** A&T Europe’s activity includes elements typical of the production of industrial goods, given the use of large quantities of raw materials, including steel, plastic, and rubber, and given the destination of its products as intermediate goods in the value chain.

Through the recognition of the SASB standards of the two sectors, A&T Europe has identified some sector-specific sustainability issues:

- Product design
- Product regeneration
- Structural integrity and safety of the product
- Environmental impact of construction sites / Biodiversity
- Business ethics
- Energy management
- Health and safety at work

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2. SUSTAINABILITY FOR A&T EUROPE.

2.2.2. IMPACT MATERIALITY *(gri 3-1, 3-2)*

To analyse the materiality impact, A&T Europe decided to mainly use the material topics of the GRI reporting standard.

The working group made an initial selection among all the material topics proposed by the standard, selecting those most linked to A&T Europe’s business, and then proceeded to assign them a priority. Some people within the company were then asked to illustrate the interests of the stakeholders, assigning each of them a stakeholder according to a criterion of proximity to their professional relationships.

A&T Europe used these corporate figures, defined as “Avatars”, to replace an engagement activity not yet defined, and on the occasion of the first drafting of a sustainability report. The future objective is to start a stakeholder engagement process to involve them directly in the materiality analysis.

For the impact materiality analysis, each individual acting as a stakeholder was asked the following question: “From the point of view of the stakeholder represented, what is the relevance of the impact that A&T Europe has on the topics listed?”.

The final survey produced a list of material topics, reported in order of priority:

1. GRI-201 Economic Performance
2. Risk management of major events
3. GRI-417 Marketing and Labelling
4. GRI-204 Procurement Practices
5. GRI-305 GHG Emissions
6. GRI-306 Waste
7. GRI-303 Water and Effluents
8. GRI-405 Diversity and Equal Opportunity

The list represents the sustainability issues where the company believes it has a non-negligible impact, even if with limited operational or financial implications.



## 2. SUSTAINABILITY FOR A&amp;T EUROPE.

## 2.3. THE CULTURE OF SUSTAINABILITY

A&T Europe considers the focus on environmental and social sustainability as a distinctive value factor, in terms of the development of company performance.



The UN 2030 agenda aims at the convergence of the theme of sustainability and innovation in a world where action respects the environment and the needs of current and future generations. Signed in 2015 by 193 states, the agenda is made up of 17 objectives for sustainable development (or Sustainable Development Goals - SDGs) and 169 targets, taking into consideration all three areas of sustainable development: economic, social and environmental.

Sustainability issues such as the SDGs are often categorized as business risks, but they can also be development opportunities for the company. Sustainable development goals can be important for value creation in certain sectors and for certain business models, but at the same time be irrelevant for others.

An approach to the SDGs is needed that helps the company to allocate resources to specific activities, capable of obtaining three outcomes:

- Reduce negative impacts
- Make positive impacts
- Achieve financial goals with an acceptable level of risk.

In this context, the company can discover where the SDGs are best positioned to make a contribution and in turn obtain a benefit, identifying the links between the specific targets of the SDGs and ones activities and/or products and services. In this way the company makes it feasible and can maximize its contribution to the sustainable development goals.

The result of the analysis is in the reconciliation between the themes that emerged from the materiality analysis and the SDGs.

<sup>1</sup> Mandatory topic according to the GRI standard

According to the financial materiality analysis, in line with the corporate strategy, A&T Europe contributes in particular to eight sustainable development objectives, in the following order:



According to the financial materiality analysis, in line with the corporate strategy, A&T Europe contributes in particular to eight sustainable development objectives, in the following order:

## 2. SUSTAINABILITY FOR A&amp;T EUROPE.

RECONCILIATION TABLE  
BETWEEN MATERIAL TOPICS  
AND DSG

MATERIALITY	TOPICS	SDG
FINANCIAL	PRODUCT DESIGN	6,7,9
	PRODUCT REGENERATION	8,9,12
	STRUCTURAL INTEGRITY AND SAFETY OF THE PRODUCT	9
	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES – BIODIVERSITY	15
	BUSINESS ETHICS	16
	ENERGY MANAGEMENT	7
	HEALTH AND SAFETY AT WORK	3,8
	ECONOMIC PERFORMANCE	8
	RISK MANAGEMENT OF MAJOR EVENTS	17
	MARKETING AND LABELLING	12
IMPACT	PROCUREMENT	8
	GHG EMISSIONS	13
	WASTE	3,6,12
	WATER AND EFFLUENTS	6
	DIVERSITY AND EQUAL OPPORTUNITY	5,8
	PEOPLE MANAGEMENT <sup>1</sup>	5,8



3.



**GOVERNANCE  
AND RESPONSIBLE  
LEADERSHIP.**



### 3. GOVERNANCE AND RESPONSIBLE LEADERSHIP.

## 3.1. CORPORATE GOVERNANCE SYSTEM (gri 2-9, 405-1a)

The group's governance is ensured by the board of directors (bod) of A&T Europe S.p.A. which covers the following main functions:

- Strategic commercial, technological and productive direction of the group
- Group financial and equity management
- Organisational and personnel management policies
- Decision-making and general guidance on health, safety and environmental issues
- High-level management of external communications.

The board of directors is supported by the board of auditors, whose main functions are:

- Verifying compliance with the law and the articles of association
- Verifying compliance with the principles of correct administration
- Verifying the adequacy of the organisational, administrative and accounting structure adopted by the company and its actual functioning.

In addition to the board of directors, the company avails itself of the support of its managers through a system of periodic meetings (Staff Meetings), through whichit;

- informs about decisions and directions established by the board of directors
- gathers information and opinions from managers based on a debate on issues of general interest
- promotes communication between different divisions and departments.

Lastly, the company has set up a supervisory body pursuant to Legislative Decree 231/01.

The composition of the governing bodies of A&T Europe in office as of 31/12/2022 is illustrated in the table.

### COMPOSITION OF A&T EUROPE'S GOVERNING BODIES TABLE

COMPOSITION OF THE CORPORATE BODIES	NAME	ROLE	POSITION	TYPE
<b>BOARD OF DIRECTORS</b>	GIORGIO COLLETTA	PRESIDENT	-	M
	ROBERTO COLLETTA	CEO	-	M
	ANNALISA COLLETTA	DIRECTOR	TECHNICAL CONSULTANT	F
	MARCELLO BALZARINI	DIRECTOR	TECHNICAL CONSULTANT	M
	VANNA CATTIVELLI	DIRECTOR	INDEPENDENT	F
<b>BOARD OF AUDITORS</b>	SALVATORE LOPIZZO	PRESIDENT	ACCOUNTANT	M
	SALVATORE PALMI	STANDING AUDITOR	ACCOUNTANT	M
	STEFANIA DELFIOR	STANDING AUDITOR	ACCOUNTANT	F
<b>SUPERVISORY BODY</b>	ROBERTO GALDINO	PRESIDENT	EXTERNAL	M
	MARCO BRAGHINI	STANDING MEMBER	EXTERNAL	M
	ANDREA SELLINI	STANDING MEMBER	EXTERNAL	M

All governing bodies have a term of three years. The board of directors was renewed in 2023 with the approval of the 2022 financial statements.

### 3. GOVERNANCE AND RESPONSIBLE LEADERSHIP.

## 3.2. RISK MANAGEMENT SYSTEM (gri 2-25)

Risk management aims to preserve the profitability of A&T Europe along the entire value chain. Model 231 contains all the operating principles and procedures aimed at preventing offences being committed and promoting correct behaviour by those who work on behalf of the company, in compliance with the principles of legitimacy, correctness and transparency.

For the purpose of defining model 231, which took place in 2022, A&T Europe carried out an investigation to identify those company activities in which the crimes envisaged by Legislative Decree 231/2001 can be committed. The activity also led to the definition of control protocols in relation to the most sensitive activities identified. Regarding ESG risks, within the same model, there are aspects that can be traced back to the environmental dimension.

As regards industrial activity, in order to limit and prevent the occurrence of related risks, A&T Europe makes use of the risk assessment document (DVR) which establishes the methods for identifying dangers and assessing all risks for the health and safety of all staff members. The DVR was issued in 2022 adopting the methods established by Legislative Decree 81/08.

A&T Europe recognizes the importance of aligning with best practices regarding ESG risks, taking inspiration from national and European regulatory dictates. A&T Europe is not subject to the regulatory obligations established by Legislative Decree 254/2016 (Non-financial declaration). The company considers Legislative Decree 254/2016, and the areas to which the decree refers, to describe the main risk factors for its sustainability and the monitoring tools it has adopted to ensure constant control and monitoring.

AREAS OF LEGISLATIVE DECREE 254/2016	RISK FACTORS	MONITORING INSTRUMENTS
<b>ENVIRONMENT</b>	ENERGY	MODEL 231, DVR
	WATER	
	GHG EMISSIONS	
<b>SOCIAL</b>	ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES	ISO 9001, EN 1090-2, UPC®
	PRODUCT SAFETY	
<b>PERSONNEL MANAGEMENT</b>	PRODUCT EFFICIENCY	DVR, MODELLO 231
	EMPLOYEE WELL-BEING	
<b>HUMAN RIGHTS</b>	WORKPLACE HEALTH AND SAFETY WORK	CODE OF ETHICS
	EQUAL OPPORTUNITIES	
<b>FIGHT AGAINST CORRUPTION</b>	RELATIONS WITH EMPLOYEES, SUPPLIERS, PARTNERS	CODE OF ETHICS
	COMMERCIAL RELATIONS AND WITH THE PUBLIC ADMINISTRATION IN ITALY AND ABROAD	MODEL 231, CODE OF ETHICS



**3. GOVERNANCE AND RESPONSIBLE LEADERSHIP.****3.3. BUSINESS ETHICS****3.3.1. CODE OF ETHICS**

The two pillars of A&T Europe's philosophy are ethics and a passion for excellence:

- **Ethics**, understood in the sense of building value over time, through transparency, honesty, respect for others
- **Passion for excellence**, as a love for beauty and what is well done.

Inspired by the passion in our work, we want not only to pursue the right profit but also to improve the quality of life of our stakeholders through the values in which we believe.

A&T Europe is aware that with its work, carried out with a sense of responsibility and moral integrity, it contributes to the process of economic development in Italy and around the world and to the civil growth of the countries in which it operates. The company believes in the value of work and considers legality, correctness and transparency of action to be essential prerequisites for achieving its economic, productive and social objectives. For these reasons the company has adopted a code of ethics, approved by resolution of the board of directors of 16 January 2015.

With the A&T Europe code of ethics, a set of rules has been formally established:

- of behaviour in relations with external interlocutors, collaborators, the market and the environment, rules on which the company shapes its internal and external activities, requiring compliance by all collaborators, consultants and, where relevant, by external interlocutors
- of organisation and management, aimed at creating an efficient and effective system of planning, execution and control of activities such as to ensure constant compliance with the rules of conduct and prevent their violation by anyone who works for the company.

A&T Europe believes in free and fair competition and bases its actions on obtaining competitive results that reward ability, experience and efficiency. The company and its collaborators must therefore behave correctly in matters of interest to the company and in relations with the public administration. Any action aimed at altering the conditions of correct competition is contrary to company policy and is prohibited by any person acting for the company. In no way can the pursuit of the company's interests justify conduct of the company's top management or collaborators that is not respectful of the laws in force and compliant with the rules of the code of ethics. In every external communication, the information regarding the company and its activities must be truthful, clear and verifiable.

The company's relationships with external interlocutors, public or private, must be conducted in accordance with the law and in compliance with the principles of correctness, transparency and verifiability. In particular, relations with public employees must comply with the principles and provisions dictated by Presidential Decree 62 of 16 April 2013 (Code of conduct for public administration employees).

The pursuit and establishment of personal relationships of favour, influence or interference capable of influencing, directly or indirectly, the outcome of the relationship is prohibited with representatives or employees of public administrations. Offers of goods or other benefits to representatives, officials or employees of public administrations are also prohibited, even through third parties, unless they are gifts of modest value and compliant with customs, and provided they cannot be understood as aimed at searching for undue favours. The company does not provide contributions, advantages or other benefits to political parties and employes trade union organisations, nor to their representatives, unless in compliance with applicable legislation.

**3. GOVERNANCE AND RESPONSIBLE LEADERSHIP.**

When participating in tenders, the company carefully evaluates the adequacy and feasibility of the required services, with particular regard to the technical and economic conditions, safety and environmental aspects, and promptly points out any anomalies where possible.

The formulation of the offers is such as to allow compliance with the defined quality standards, appropriate levels of remuneration for employees and current workplace safety and environmental protection measures. The company only resorts to litigation when its legitimate claims are not satisfied by the interlocutor. In general, in conducting any negotiation, situations in which the parties involved in the transactions are or may appear to have a conflict of interest are avoided.

Taking the opportunity provided by Legislative Decree No.231 of 8 June 2001, A&T Europe has adopted its own organisation, management and control model in order to regulate company processes and reduce the risks inherent and linked to committing offences which may give rise to criminal liability in its regard. Following the legislative interventions which have expanded the list of so-called "predicate crimes 231" as well as the organisational changes that have affected the company, the management has started a project to review and analyse its management and control tools with the aim of verifying the compliance of the behavioural principles and procedures already adopted for the purposes pursued by Legislative Decree 231. In this sense, the adoption of the organisational model constitutes a valid tool for raising awareness of all those who operate in the name and on behalf of A&T Europe, as well as an incentive to behave correctly.





### 3. GOVERNANCE AND RESPONSIBLE LEADERSHIP.

#### 3.3.2. SUPERVISORY BODY

The board of directors appoints the supervisory body, a board made up of three members, among whom the president is appointed, from which, it in turn receives reports of critical issues coming from it, in compliance with the model drawn up in compliance with Legislative Decree 231/2001. During 2022, no reports of violations of the organisational model or the code of ethics were received.

#### 3.3.3. WHISTLEBLOWING

A&T Europe has established a specific procedure for the management of reports of crimes and irregularities. The protection of employees who blow the whistle is contained in a plurality of laws, such as freedom of conscience, freedom of expression and information and the general right of action. No reports were received by the supervisory bodies in 2022.

#### 3.3.4. MANAGING AND FIGHTING CORRUPTION (sasb IF-EN-510a.1.,2.,3)

The company fights any form of crime and prevents corruption crimes in full compliance with current laws and national regulations. A&T Europe's commitment finds its application in the code of ethics, which recalls the principles of "transparency", "truth", "honesty", and the criterion of conduct to be observed in relation to the public administration.

The methods of managing sensitive activities and the related responsibilities are described in various protocols of the 231/2001 model with the attribution of powers of delegation, signature and access to accounts exclusively in relation to specific managerial figures and specific transactions. The principle of dual control also applies which involves cross-checking through the involvement of multiple people within the company. What is stated in the code of ethics and in model 231/2001, as well as what is provided for by Italian legislation, are fundamental and sufficient for optimal management by A&T Europe. This approach is also the key to fighting corruption also in terms of the supply chain: the group's suppliers are in fact invited to accept the code of ethics and the values stated therein.

As regards the international sphere, as of 31/12/2022, A&T Europe had no open contracts and therefore no expectations of future revenues in any country among those with the 20 worst rankings of Transparency International's Corruption Perception Index (CPI).

During 2022, A&T Europe did not suffer any monetary sanctions resulting from proceedings associated with allegations of active or passive corruption or anti-competitive practices.

#### 3.3.5. COMPLIANCE WITH LAWS AND REGULATIONS (gri 2-27)

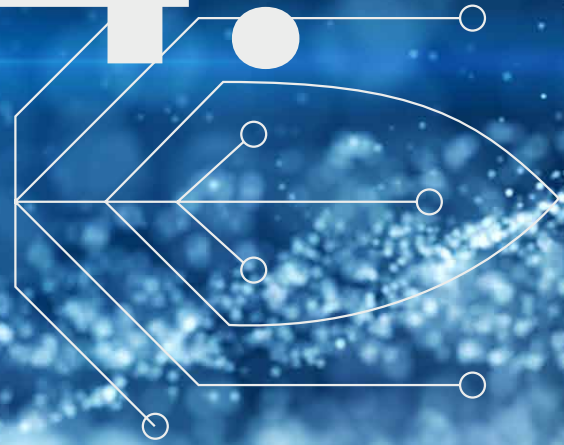
There were no significant cases of non-compliance with laws and regulations applicable to A&T Europe during 2022.

### 3. GOVERNANCE AND RESPONSIBLE LEADERSHIP.





4.



INNOVATION.



4. INNOVATION.

4.1. PRODUCT DESIGN

A&T Europe designs its products managing their environmental and social impact throughout their entire life cycle.

A&T Europe's Myrtha technology consists of prefabricated modular elements. The whole structure which constitutes, in the context of a swimming pool venue, the set of bathing pools and the related support and anchoring elements, is engineered according to guidelines and standard modules adapted to the context of each specific project.

The characteristics of lightness, flexibility and longevity that have distinguished the Myrtha technology for decades, establish its competitive advantage compared to reinforced concrete solutions, also according to environmental impact criteria. The markets that are most attentive to measuring the life cycle of buildings have already integrated the contributions resulting from the choice of A&T Europe solutions.

At the end of the 1990s, the issue of the energy cost of a swimming pool, translated into equivalent CO2 emissions, was analysed by the largest engineering company in Australia (<https://www.acor.com.au/>) which, based on data and academic studies on the energy necessary for the production of building materials, had concluded that the Myrtha technology has a *Carbon Footprint* of less than 50% compared to the equivalent work made of reinforced concrete.

Generic European 50mx25mx2m Pool																	
Pool Systems	Concrete (kg)	Steel (kg)				Adhesives for Tiles (kg)	Tiles (kg)	Epoxy Joint Filler (kg)	Polyester resin for the gutter (kg)	Hard PVC sheet for the walls and gutters (kg)	Reinforced PVC floor membrane (kg)	Adhesive Water Based Solvent (kg)	Formwork (kg)	TRANSPORT (MJ)	TOTAL EMBODIED ENERGY (MJ)	GREENHOUSE GAS EMISSIONS (kgCO2)	REDUCTION IN CO2 EMISSIONS
		Concrete Reinforcing	Pool walls	Buttress	Gutters												
Myrtha	558,576	17,116	6,150	3,690	3,495	141	1,080	97	0	279	2,375	14	0	N/A	N/A	-	-
Reinforced Concrete	1,222,387	60,316	0	0	0	6,201	24,789	4,282	153	0	0	0	773	N/A	N/A	-	-
Embodied Energy (MJ/kg)																	
Embodied Energy of Materials	1.17	24.60	56.70	56.70	56.70	87.00	9.00	139.30	139.30	68.60	68.60	87.00	165.00	-	-	-	-
Myrtha	653,534	421,041	348,705	209,223	198,167	12,246	9,720	13,540	0	19,162	162,925	1,240	0	153,348	2,202,851	215,879	53%
Reinforced Concrete	1,430,193	1,483,764	0	0	0	539,510	223,103	596,510	21,313	0	0	0	127,463	296,753	4,718,608	462,424	

Studio Accor

The architectural firm GT+3 Architects (<https://www.gt3architects.com/>) conducted simulations on the entire life cycle of the swimming pool. The results show how the maintenance costs of an A&T Europe pool are lower with respect to traditional technologies in the medium to long term. Digitisation is the key factor in enabling sustainability. Based on this paradigm, A&T Europe has invested and structured itself, always being at the forefront in the adoption of IT processes and tools capable of guaranteeing it a solid competitive advantage. To date, the internal resources and skills in the architecture & engineering field confirm A&T Europe as one of the world's leading players from a BIM (Building Information Modelling) perspective, capable of addressing with maximum efficiency the challenges and requirements of the most demanding General Contractors in terms of co-design management on Common Data Environments. (<https://www.myrthapools.com/en/our-dna/design-architects/>)

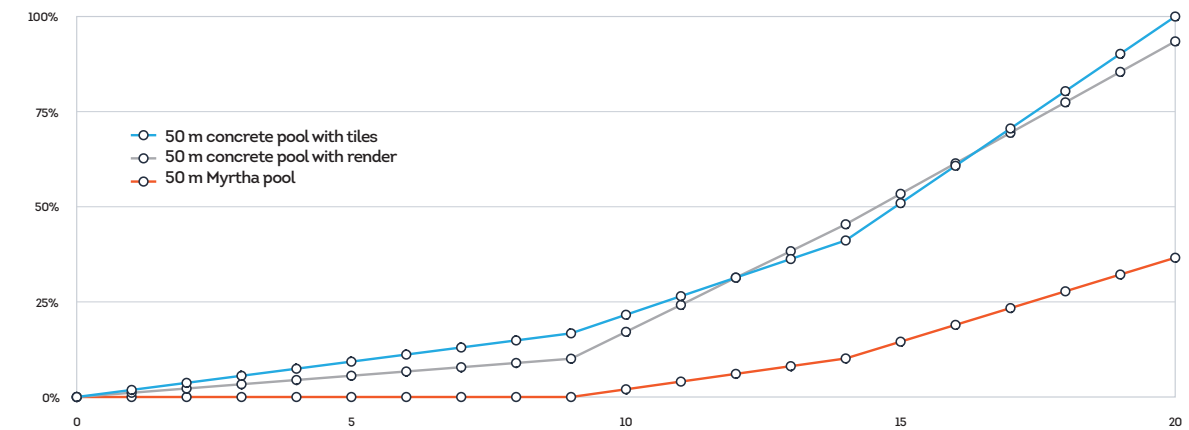
4. INNOVATION.

Concrete pool tank and stainless steel pre-fabrication

An independent review



Medium and long term maintenance costs of a 50m Myrtha Pool compared with 2 types of 50m concrete.



GT+3 architectural firm simulation

4.1.1. PRODUCT CERTIFICATION (sasb IF-EN-410a.1)

A&T Europe made assessments according to the main national and international sustainability standards to obtain useful certifications for its customers and at the same time to improve the offer of products and services on a market that is increasingly attentive to environmental impact issues.

The company has had a LEED® product mapping certified by the TÜV since 2011.

Mapping of Myrtha Pools and Piscine Castiglione compared to the LEED® standard



Libretto Prodotto n. 004 del 25/10/2011



#### 4. INNOVATION.

The assessment criteria of the LEED standard refer to buildings as a whole, therefore the certifications (with the related performance levels: Silver – Gold – Platinum) are not applicable to a single part of them. A&T Europe can provide several “credits” to contribute to the building certification.

Over the years the company has invested both to update the values obtained to the new standards (LEED V4 mapping in 2019) and to extend the range of product mappings to other international standards (BREEAM® and GREEN STAR of GBC Australia, in 2020).

<https://www.myrthapools.com/en/our-dna/myrtha-green-for-leed-certification/>

The certification of A&T Europe products with the SGBC (Singapore Green Building Council) is underway.

According to the aforementioned international standards, LEED, BREEAM, and others, A&T Europe products are 100% certifiable, both for prefabricated pools and for water treatment systems.

The certification of a building depends on the general contractor, who is not required to communicate it to the suppliers, consequently the number of projects listed as certified or certifiable in progress in 2022 is purely indicative.

#### TABLE OF PROJECTS CERTIFIABLE ACCORDING TO A THIRD-PARTY SUSTAINABILITY STANDARD

N.	JOB	COUNTRY	CERTIFICATION	UNDERWAY/ CONCLUDED
1	DCM ELEMENTS	MEXICO	LEED	UNDERWAY
2	ITC COLOMBO	SRI LANKA	LEED	UNDERWAY
3	SOUTH DUNES	SAUDI ARABIA	LEED, FSC	UNDERWAY
4	CAO 2024	FRANCE	HQE	UNDERWAY
5	BOCCONI	ITALY	LEED	CONCLUDED 2021

#### 4. INNOVATION.

### 4.1.2. HOW WE INTEGRATE ENERGY AND WATER EFFICIENCY INTO PRODUCT DESIGN (sasb IF-EN-410a.2)

A&T Europe has set up a research and development department with processes and resources that pay particular attention to aspects related to the sustainability of new products and services. Among the so-called “intangible” innovations, in 2010 the company undertook a complex process of technology transfer to adopt, first in the world of swimming pools, CFD (Computational Fluid Dynamics) tools. It has taken many years of investments, to develop necessary and sophisticated skills and tools, A&T Europe has effectively managed to establish itself in the world as a reference for what concerns the simulation of the behaviour of water in swimming pools.

The process developed in the company allows the following:

- to optimize the pool design (shapes, position of the outlets, flow rates, etc.) in order to guarantee the criteria of the colour test defined by the EN-15288 standard
- reduce the consumption of disinfection products t, ensuring the correct distribution of water

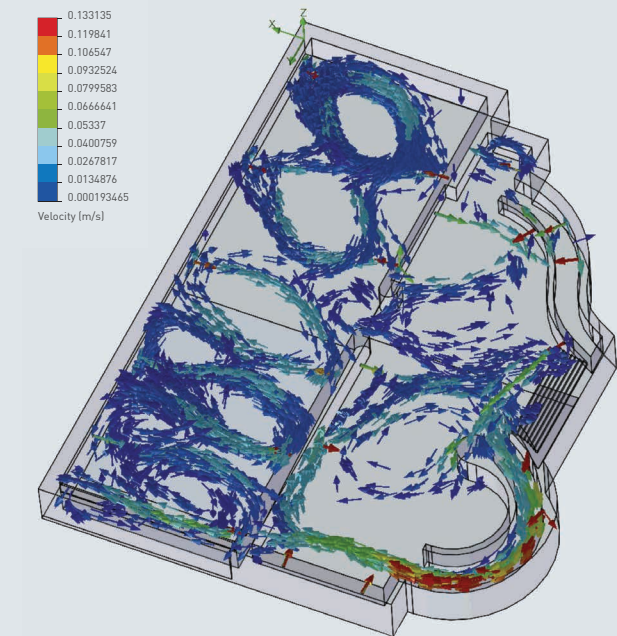
The performance improvement due to CFD analysis is not a regulatory or contractual requirement. It falls within the scope to reduce energy and water consumption during product use, which is a main value of A&T Europe.

#### Computational Fluid Dynamics

Myrtha Pools is the industry leader in the application of this technology. 2D and 3D Computational Fluid Dynamics (CFD) simulations applied to a specific pool design provide essential information regarding anticipated water circulation. Through the use of digital dye tests, information is gathered that provides verification and the opportunity for optimisation of the circulation, as well as aiding in development of special features and accessories.

Inlets around the edge of the pool are designed to recover the water from the pool, sending it to the filter, disinfect and then enter it again in the pool. The recirculation of water includes the route from the gutter to the balance tank through the overflow collectors and subsequent return to the pool and it determines the chemical parameters of water. Getting the jets to reach the centre of the pool and help disinfect the water here has always been problematic. Myrtha's unique Strahlenturbulenz inlet allows for a preventive recycle system test that avoids mistakes and “surprises” and allows the inlets to cover the full pool.

The picture on the right shows the results of a digital dye test applied to a pool with 3 different depths after 15 minutes, revealing erlochrome concentration.





#### 4. INNOVATION.

A&T Europe provides data and documentation during the offer phase to show the energy savings of all the solutions, simulating management costs for initial investments in new technologies. In some cases, customers have specific requests for product efficiency linked to local conditions and/or regulations, for example: conformity to local certification standards such as Green Mark and SGBC.

A&T Europe has developed the Myrtha Shark system, which integrates in a single module all the water treatment functions, filtration, disinfection, UV, heat exchange, etc. managed by a single “brain” constantly connected to monitor all the necessary parameters.

Myrtha Shark was developed to optimize the energy and management efficiency of the pool water treatment. The system is able to immediately identify any water leak, allowing timely maintenance interventions, aimed at containing any water waste and resulting damages to the structures, the *leak detection* system improves the score according to the BREEAM standard.

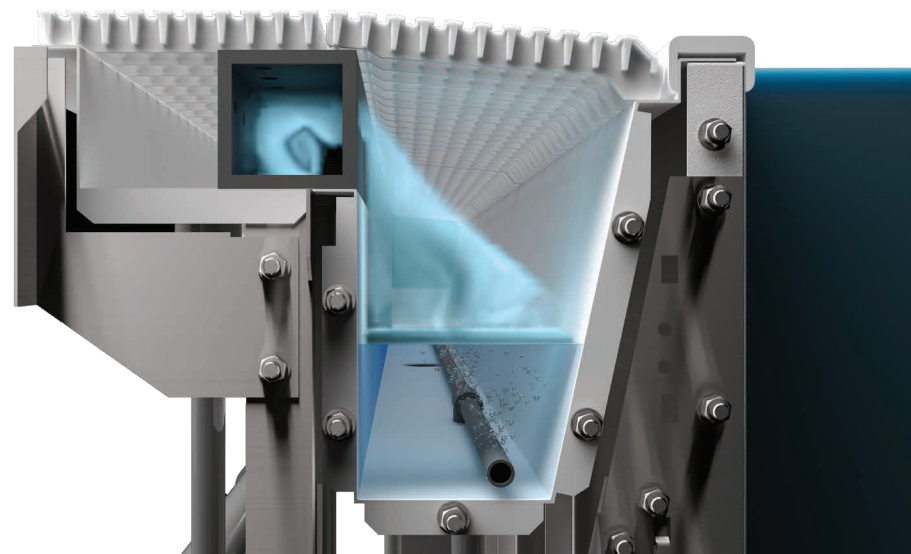
#### 4.1.3. THE QUALITY OF THE INDOOR ENVIRONMENT

A&T Europe’s Research and Innovation team developed the Myrtha Breathe system with the aim of removing volatile disinfection by-products (DBPs), such as chloramines and halomethanes from the atmosphere of an indoor swimming facility. This innovative system preserves the quality of the pool environment and prevents the possible occurrence of diseases caused by extended exposure to DBPs.

Many DBPs are chemically active substances. For this reason they can attack the surfaces of the entire structure, causing premature degradation of the accessories and infrastructure around the swimming pool, as well as affecting the structural parts of the building .

Myrtha Breathe consists of an overflow gutter channel fitted with porous tubes installed on the bottom of the gutter channel. Between the main gutter channel and the adjacent secondary gutter channel, a duct is installed that exhausts the polluted air from the main channel, from the secondary channel and from the pool deck.

This latest innovation is another step towards creating a 360-degree sustainable aquatic facility. Using Myrtha materials, instead of tiles and concrete, contributes to sustainability certifications such as LEED and BREEAM; finally a sustainable and ecological structure, with a longer lifespan, is obtained applying the Myrtha Breathe technology.



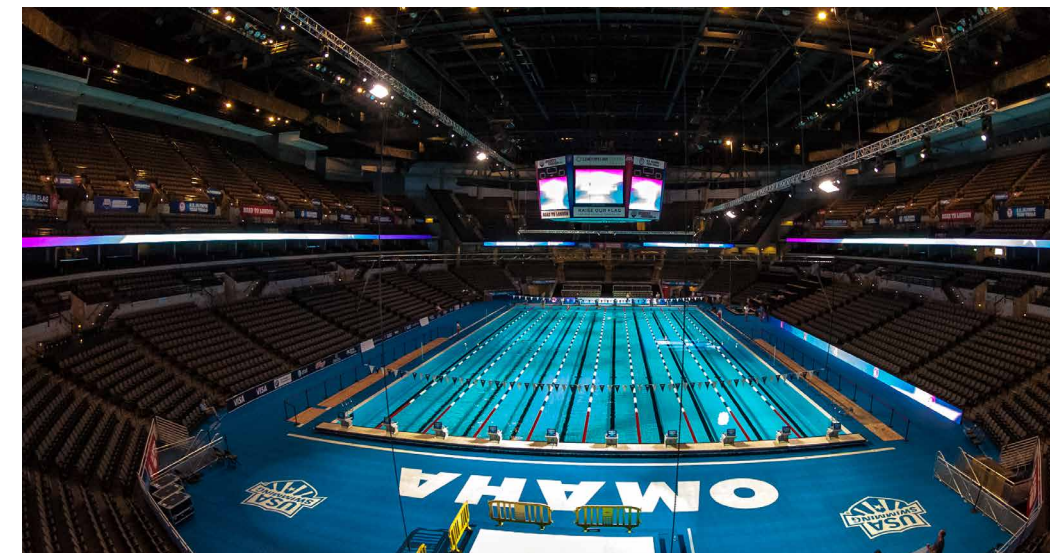
#### 4. INNOVATION.

### 4.2. RISK MANAGEMENT OF MAJOR EVENTS

A&T Europe manages hundreds of projects every year, Competition, Hospitality and Leisure. Most of the projects are permanent, some are temporary, in order to provide a swimming facility for competitions only during a specific event.

Of all the projects implemented by A&T Europe, major temporary events (MTEs) are undoubtedly those that involve the greatest systemic risk.

MTE means event of international importance such as the FINA World Swimming Championships now known as WORLD AQUATICS from 2023, but also continental or national events managed by local federations. At the top of the MTE list are undoubtedly the Olympic Games which, on the one hand they give prestige and resonance to all the companies involved, on the other represent an important challenge that requires accurate risk management, in particular with regard to the very high level of quality standards and rigorous deadlines.



A&T Europe’s experience in managing MTEs dates back over ten years and is recognised by all sector partners. FINA recognizes the company as an essential partner, capable not only of preventing the risks associated with its activities, but also of supporting and resolving any problems due to external causes or interference with other suppliers, typical of MTEs.

Within A&T Europe’s Project Management Office (PMO), there are resources dedicated to the management of MTEs, responsible for formalising the lessons learned from the experiences of each individual event, in order to contribute to revising the standards according to a process of continuous improvement.

In addition to the PMO, the Site Management team also participate directly in each MTE throughout the entire project, from the planning phases to the installation, up to management throughout the event and the final dismantling of the pool.

Starting from the London 2012 MTE, A&T Europe has set up a specific steering committee for the MTEs to manage the related systemic risks. This committee includes a representative of the Board of Directors, expert in major events in the world of international competitive swimming, the PMO Manager and the Company Marketing Manager, who has the task of analysing and preventing the specific risks of each MTE, such as logistic, timing, safety, impact on sustainability criteria, communication and coordination with the other players involved.



4. INNOVATION.

4.3. PRODUCT REGENERATION *(sasb RT-IG-440b.1)*

Part of A&T Europe’s revenues comes from the building new swimming facilities, of different sizes and functions, starting from the materials for major temporary events (MTE). Once the swimming pools have completed the function they were designed for, they go through a re-manufacturing process consisting of various phases: disassembly, quality and compliance check, re-manufacturing and partial modification (with warehouse recoding), storage and reuse.

For over thirty years A&T Europe has been a protagonist in the creation of swimming pools intended for competitions. From the European championships in Strasbourg in 1987 to the world championships in Fukuoka 2023, passing through the Olympic events. These are events that attract a large audience to certain locations for a limited period of time. Thanks to Myrtha’s prefabricated and modular technology, it is possible to reuse materials to create permanent structures derived from swimming pools.

Examples range from the 2012 London Olympics, whose legacy has enabled numerous permanent swimming facilities to be built in the UK, to the 2023 World Aquatics Championships in Fukuoka which will include materials used for Gwangju 2019, Copenhagen 2017 and even Rio 2016.

All this is possible thanks to sophisticated design processes that provide the necessary solutions for the reuse and regeneration of the product from the early stages, exploiting its intrinsic characteristics of modular prefabrication. Without neglecting fundamental quality aspects such as disassembly management, a crucial phase to guarantee the circularity of the process as a whole.

The contractual value of the regeneration and re-installation projects is in the order of 2% of A&T Europe’s turnover.



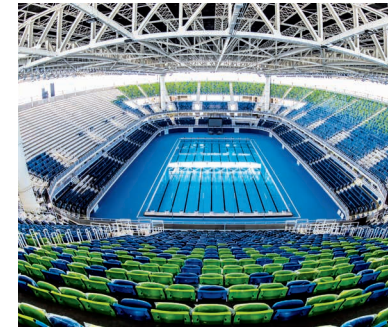
MOUNT KELLY COLLEGE TAVISTOCK



SCARBOROUGH SPORT VILLAGE NORTH YORKSHIRE

4. INNOVATION.

FUFUOKA 2023



RIO DE JANEIRO 2016 XXX OLYMPIC GAMES



GWANGJU 2019 18th FINA WORLD CHAMPIONSHIPS



COPENHAGEN 2017 XXIII LEN EUROPEAN CHAMPIONSHIPS

MYRTHA RENOVATION TECHNOLOGY

IN RESPONSE TO THE NEEDS OF TOTAL OR PARTIAL RENOVATION OF EXISTING SWIMMING POOLS (USUALLY REINFORCED CONCRETE AND NOW OBSOLETE SWIMMING POOLS) A&T EUROPE HAS CREATED A TECHNOLOGY BASED ON THE SAME MYRTHA MODULAR PRINCIPLE: RENOVATION.

Depending on the case, this system can involve the rebuilding of the walls, the overflow channel or the bottom lining or even the pool’s entire structure. The great technological innovation of RenovAction lies in the fact that the renovation, both partial and total, does not require total demolition of the existing structure.

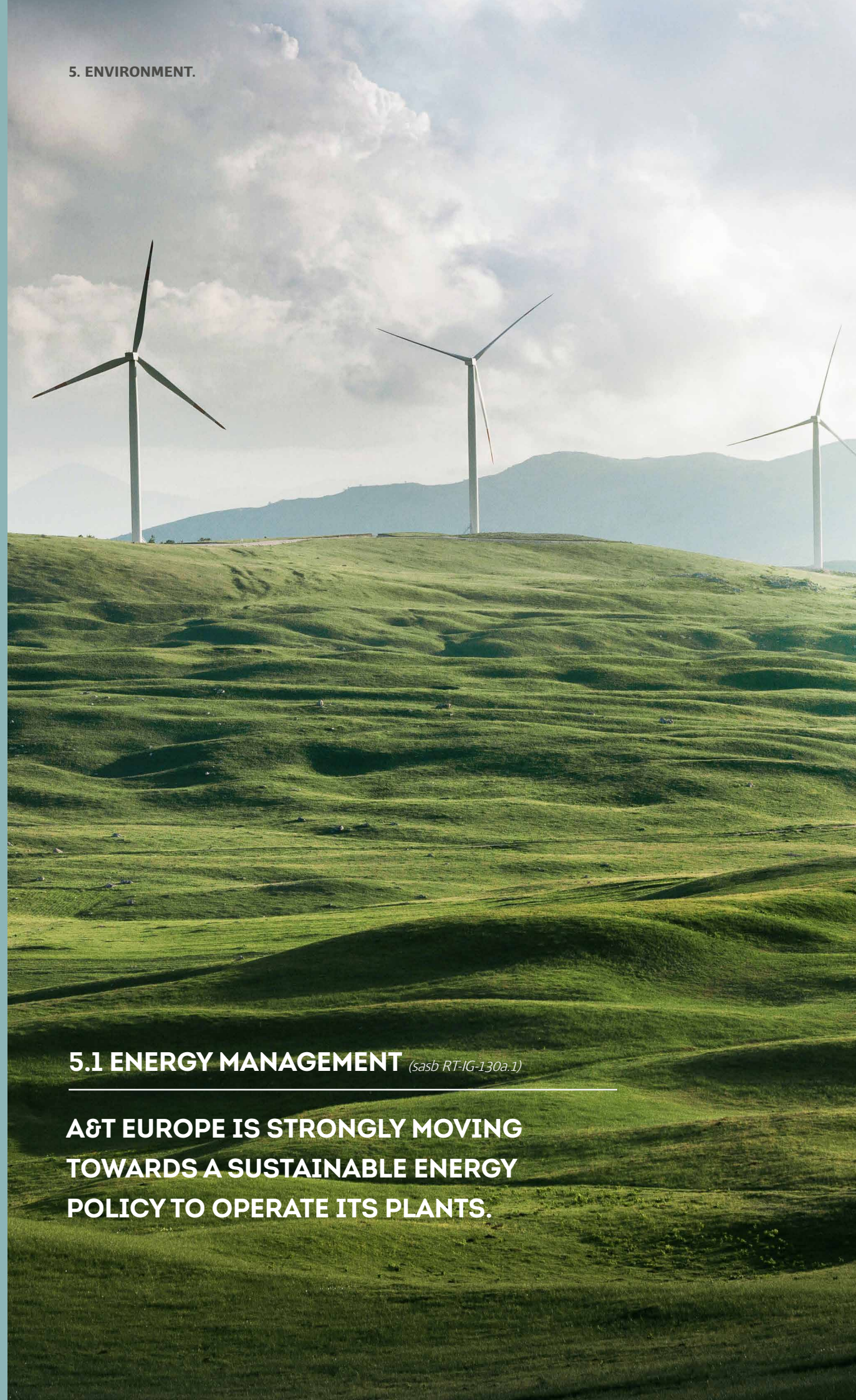


5.



**ENVIRONMENT.**





**5.1 ENERGY MANAGEMENT** (sasb RT-IG-130a.1)

**A&T EUROPE IS STRONGLY MOVING TOWARDS A SUSTAINABLE ENERGY POLICY TO OPERATE ITS PLANTS.**

During 2022, due to growing global geopolitical instability and a consequent significant increase in energy costs, A&T Europe decided to invest in the installation of a photovoltaic system in order to cover at least part of the energy needs of its industrial complex.

This strategic project proved to be successful and encouraged the company to budget for the installation of an additional photovoltaic system for 2023.

Given the self-consumption of energy produced by its own photovoltaic system and the purchase of electricity from a supplier that produces a significant share of energy from renewable sources to operate its systems, A&T Europe is strongly moving towards an environmentally sustainable energy policy.

The data on total energy consumption is shown below in Giga Joule (GJ), which includes consumption relating to:

- electricity
- thermal energy from methane gas.

The share of **electricity** deriving from both renewable and fossil sources is used to serve all offices, as well as for the industrial activities carried out and attributable to production and warehouse activities.

The share of non-renewable **thermal energy** used relates to the use of methane gas both for heating the offices and the production departments.

Below is the detail of consumption divided by energy carriers and type of source.

**ENERGY CONSUMPTION TABLE 2022**

CARRIER	TYPE	ENERGY (GJ)	PERCENTAGE
ENERGY	ENERGY TAKEN FROM THE GRID	2556	46.6%
	SELF-CONSUMED ENERGY FROM PHOTOVOLTAICS	681	12.4%
METHANE GAS	GAS FOR HEATING	1369	24.9%
	GAS FOR PRODUCTION	881	16.1%
<b>TOTAL</b>		<b>5487</b>	<b>100.0%</b>

The share of electricity used for the provision of company services cannot currently be divided by sector, as the company has only one meter from which all electrical loads and utilities originate; therefore, it is reported based exclusively on the source of supply.



## 5. ENVIRONMENT.

The company, in addition to increasingly focusing on the use of renewable sources, has already provided for and developed an efficiency path for this carrier, including LED relamping of light sources and a technical study on the efficiency of heating systems using heat pumps.

The 150 kWp photovoltaic system, installed during 2022, produced approximately 197 MWh during the year, generating savings on energy purchased from the grid of approximately 189 MWh; the difference between what was produced and what was consumed (around 8 MWh) was transferred to the grid as energy deriving from a renewable source, further contributing to the sustainability of the community.

The share of thermal energy obtained from methane can be divided into sectors; in particular we can attribute what is directly attributable to the heating of the offices and how much is directly attributable to the specific production processes of A&T Europe's production line.

A&T Europe has a fleet of company cars rented on a long-term basis with some of the large national players. Each vehicle in the fleet is assigned directly to the employee who needs it and who contractually has it as a fringe benefit. Regarding the amount of energy needed for the vehicle fleet, A&T Europe has decided not to consider it for the moment as there is no exclusive business use for each vehicle, but rather mixed personal use. Due to this dual use it becomes impossible to determine the specific consumption relating to company activities and in any case in general it would have a limited impact compared to the overall company business.

In terms of *governance* on the purchase of energy, A&T Europe is part of a consortium of companies, coordinated by Assindustria of Mantua through specialized consultants, which implements energy quota purchase policies based on both short-term and market trends and in the long term, with the aim of purchasing at the best available price.

A&T Europe annually drafts energy reporting paperwork for the purpose of monitoring and measuring consumption through a certified ESCO for the purpose of communicating them on the ENEA portal; every five years it carries out an energy diagnosis of the entire industrial complex.

### 5.2. GHG EMISSIONS (gri 305, 3-3)

Based on 2022 energy consumption, the greenhouse gas emissions (GHG - Greenhouse Gas) have been estimated and reported in the "Summary of A&T Europe's GHG emissions for 2022" table.

With the photovoltaic system put into operation in 2022, A&T Europe has energy coming directly from renewable sources and for this reason a significant reduction in CO2 emissions has been guaranteed and consequently a lower impact on climate change. A second photovoltaic system will be implemented during 2023 which will further improve the environmental sustainability performance.

The reference year for calculating A&T Europe's GHG emissions is 2022, as it is the earliest available.

#### 5.2.1. GREENHOUSE GAS EMISSIONS (GHG) (Scope 1) (gri 305-1)

In relation to the production activities of A&T Europe, since the building that houses the production departments is very recently built and has a 150 kWp photovoltaic system, the main residual emissions attributable to electricity consumption from renewable sources are considered to be very small and negligible.

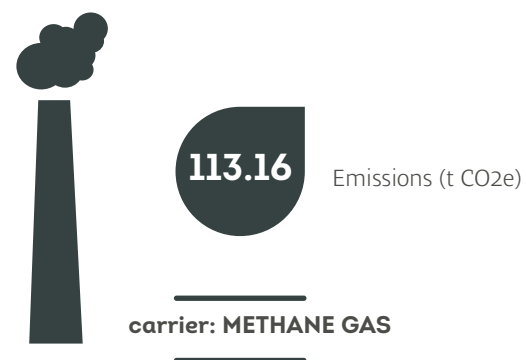
## 5. ENVIRONMENT.

Direct emissions (Scope 1) of greenhouse gases therefore refer exclusively to emissions generated by fossil fuel sources of greenhouse gases within the company, i.e., by physical units or processes that release GHG into the atmosphere (fuels/combustibles).

The main activities that involve the use of fossil fuel (methane) in the production sector concern the Myrtha sheet metal plasticisation plant and the heating system of the building and the department, which for a compliant mechanical processing result of the manufactured articles must be adequately heated.

To calculate the direct emissions of CO2 equivalent, the conversion and emission factors shown in the National Standard Parameters Table were used (source: ISPRA 2023) used for calculating EU ETS (Emission Trading Scheme) emissions with estimates valid for 2022. The coefficients include all greenhouse gases in the calculation.

#### DIRECT GHG EMISSIONS TABLE (SCOPE 1)



#### 5.2.2. INDIRECT GREENHOUSE GAS EMISSIONS (GHG) Scope 2 (gri 305-2)

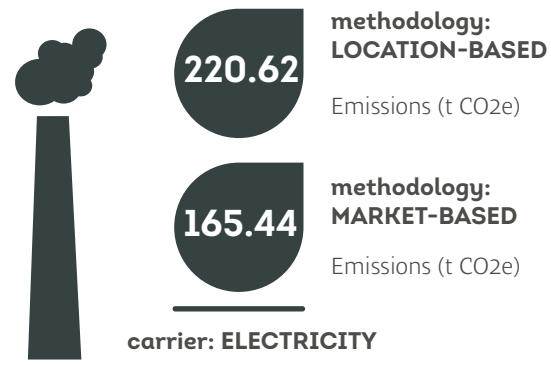
Indirect GHG emissions (Scope 2) from energy consumption include, but are not limited to, CO2 emissions from the generation of electricity, heating, cooling and steam purchased or acquired and consumed by an organization.

A&T Europe has decided to provide two distinct values for Scope 2 GHG emissions: one based on geographical position (location-based) and the other based on the market (market-based).

The location-based methodology considers the average intensity of GHG emissions for the energy produced and output into the local grid to which it belongs. To calculate the localised Scope 2 emissions we used the estimate of the greenhouse gas emission factors for the Italian production of electricity output into the grid in 2022 (source ISPRA database). The estimate includes three greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O) which represent 99% of CO<sub>2</sub>e emissions.

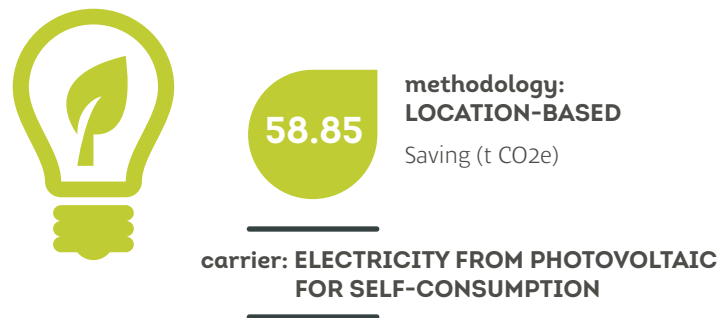
The market-based methodology considers the GHG emissions resulting from the energy mix used by suppliers. To calculate Scope 2 emissions on the market we used the Scope 1 emissions conversion factor published by the electricity supplier that our organisation has intentionally chosen contractually by purchasing from the free market for 2022. The estimate includes all greenhouse gases.



**5. ENVIRONMENT.****INDIRECT GHG EMISSIONS TABLE (SCOPE 2)****5.2.3. SAVING ON INDIRECT GHG EMISSIONS (SCOPE 2)** *(gri 305-5)*

The installation of a photovoltaic system in 2022 allowed A&T Europe to directly produce electricity from renewable sources, saving on the purchase of energy from the grid and the consequent release of emissions.

A&T Europe plans to install a second photovoltaic system during 2023, below is the detail of the emissions saved.

**INDIRECT GHG EMISSIONS SAVINGS TABLE (SCOPE 2)****5. ENVIRONMENT.****A&T EUROPE GHG EMISSIONS SUMMARY TABLE FOR 2022**

TYPE	t CO <sub>2</sub> e
GHG EMISSIONS SCOPE 1	113.16
LOCATION-BASED GHG EMISSIONS SCOPE 2	220.62
<b>TOTAL</b>	<b>333.78</b>
MARKET-BASED GHG EMISSIONS SCOPE 2	165.44
SAVING ON GHG EMISSIONS SCOPE 2	58.85

**5.3. WATER AND EFFLUENTS****5.3.1. WATER SUPPLY** *(gri 303-1)*

For its activities and to service its buildings, A&T Europe has water coming from both wells and the water mains water supply.

With regards to water drawn from the well, the use is intended for irrigation of the green areas located around the perimeter of its structures and necessary to mitigate the industrial impact on the neighbouring residential areas.

The irrigation of green areas using well water was introduced with the aim of not overloading the supply of water from the water main and therefore lightening the drinking water distribution system to the various domestic users in the area.

The mains water, in fact, having a higher degree of purity, control and treatment than that from the well, is a precious commodity and its intelligent use is recommended as much as possible, so much so that in recent years in the hotter summer periods, in which a water emergency arose, the municipalities rallied around with awareness campaigns and rationalisation of the drinking water distributed, to meet all requirements and needs.

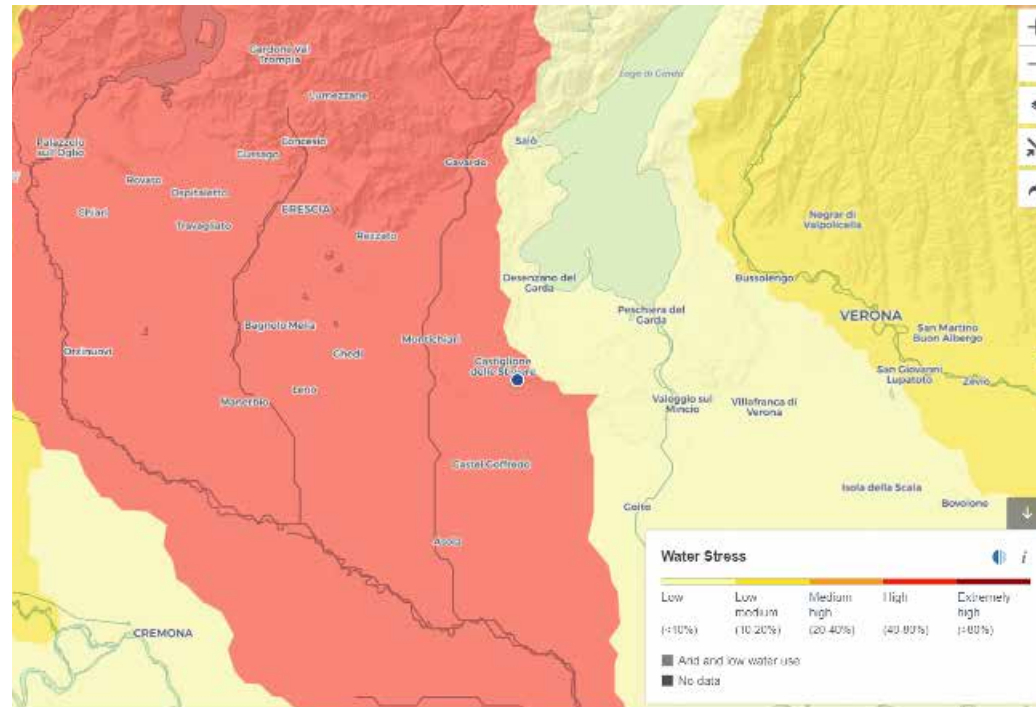
**5.3.2. WATER USE** *(gri 303-3)*

A&T Europe is in an area identified with a High level of water stress; below we show the map in which A&T Europe is located.

Map of water stress in the area (source: [www.wri.org/aqueduct](http://www.wri.org/aqueduct)).



5. ENVIRONMENT.



Below are the tables of the quantities of water used by each utility A&T Europe has.

TABLE OF QUANTITY OF WATER USED IN 2022

SOURCE	QUANTITY (m <sup>3</sup> )	USE	CATEGORY
V. SOLFERINO WATER MAIN	10374	DOMESTIC AND INDUSTRIAL	DRINKING WATER
V. FONTANE WATER MAIN	622	DOMESTIC	DRINKING WATER
WELL	7527	IRRIGATION	OTHER WATER
<b>TOTAL</b>	<b>18523</b>		

In detail, the water withdrawn from Via Solferino is largely for domestic use, as it serves A&T Europe's largest office, factory and warehouse building, which employs around 260 people. Part of this water is used to fill the swimming pools located in the external exhibition centre, set up for guests and customers. Lastly, part of this water is also used within the plasticising production process, to cool the sheet metal coming out of the Myrtha Line. The plasticisation process consists of coupling a steel sheet with one in PVC, obtaining a hot plasticised sheet, which constitutes the main element of A&T Europe swimming pools.

The water coming from Via Fontane exclusively serves an office building that houses around 60 people.

5. ENVIRONMENT.

Inside the A&T Europe buildings, the water taken from the mains, in addition to being used in the toilets, is used to supply sparkling and still water dispensers located in various work areas, with the aim of offering free drinking water to employees in a more sustainable way and as an alternative to bottled water.

The water taken from the well, over the summer, is used to irrigate all the green areas within the company property out of a total surface area of approximately 55,000 m<sup>2</sup>, of which approximately 8,000 m<sup>2</sup> consists of green areas.

5.3.3. WASTEWATER COLLECTION (gri 303-4)

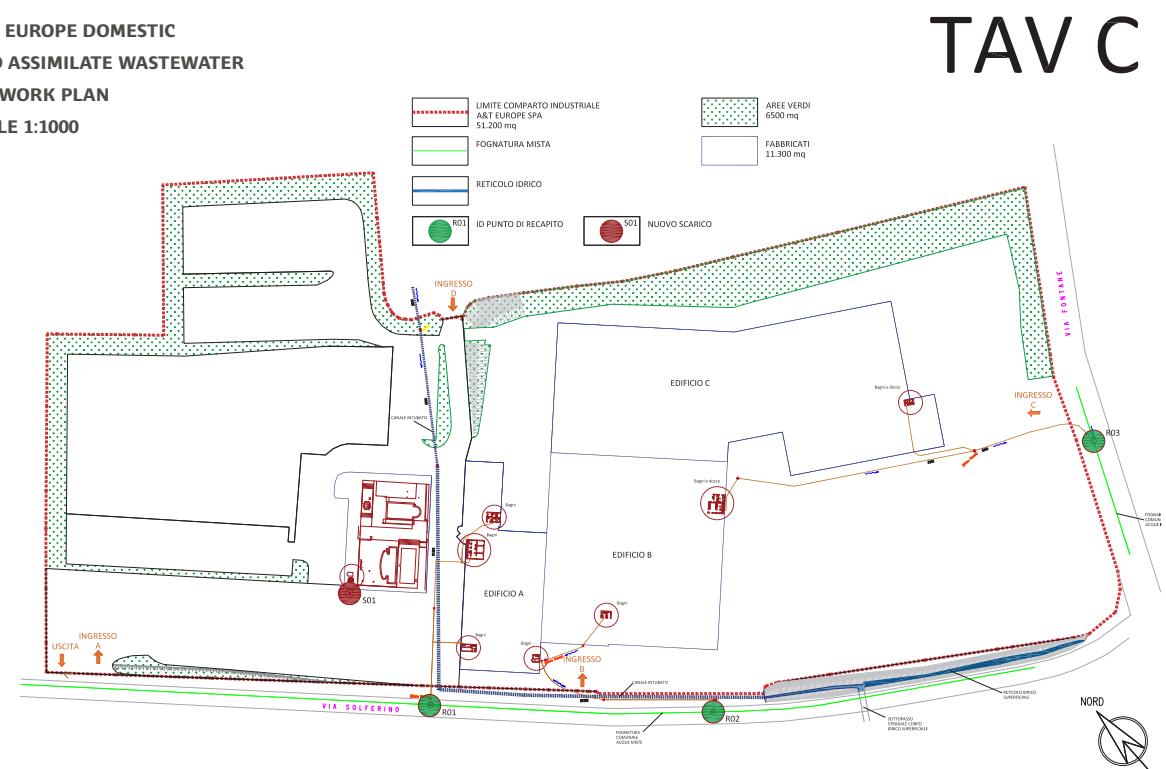
In compliance with current regulations, A&T Europe has requested and obtained regular authorisations for each wastewater discharge it produces. The authorisation request required a mapping of all discharge points, both for domestic and assimilated wastewater and for industrial wastewater.

The company has also mapped all the rainwater wastewater, coming both from the buildings and from the car parks and open spaces.

All wastewater is delivered to public sewer systems, with the exception of rainwater relating to the recently built warehouse (2021). The latter is collected in a special retarding basins and with specific pumps, pumped into a surface water body which flows downstream onto green areas.

Below is a table of water discharges.

A&T EUROPE DOMESTIC AND ASSIMILATE WASTEWATER NETWORK PLAN SCALE 1:1000





**5. ENVIRONMENT.**

The waste water produced by A&T Europe is not accounted for, with the exception of industrial wastewater, for which the environmental authorisations obtained require annual communication to the relevant bodies.

During 2022, the industrial wastewater produced stood at around 150 m<sup>3</sup>, which can be considered a very low percentage (0.8%) compared to the total water used.

**5.4. WASTE****5.4.1. HAZARDOUS AND NON-HAZARDOUS WASTE**

(gri 306-1, 306-3, 306-4)

The waste produced by A&T Europe is almost exclusively non-hazardous waste (over 97%), with a small remainder of hazardous waste (less than 3%).

From an analysis carried out on the types of waste produced, it was found that the vast majority is destined for recovery (more than 98%).

Another important fact to consider is which sector produces waste: the company has been able to ascertain that the waste produced on site is very limited compared to the waste deriving from the production and warehouse departments at the headquarters.

Below is the data referring to 2021 and 2022, which proves to be quite similar in terms of percentage values. In 2022 A&T Europe produced approximately 80 t less waste than in 2021.

**SUMMARY TABLE OF WASTE PRODUCED**

	2021	%	2022	%
HAZARDOUS WASTE	1.9	0.5%	7.3	2.5%
NON-HAZARDOUS WASTE	384.4	99.5%	288.9	97.5%
<b>TOTAL WASTE</b>	<b>386.3</b>	<b>100.0%</b>	<b>296.2</b>	<b>100.0%</b>
WASTE RECOVERY	384.8	99.6%	292.1	98.6%
WASTE DISPOSAL	2	0.4%	4.1	1.4%
<b>TOTAL WASTE</b>	<b>386.3</b>	<b>100.0%</b>	<b>296.2</b>	<b>100.0%</b>
WASTE PRODUCED IN HOUSE	376.8	97.5%	266.4	89.9%
WASTE PRODUCED BY CONSTRUCTION SITES	9.5	2.5%	29.8	10.1%
<b>TOTAL WASTE PRODUCED (t)</b>	<b>386.3</b>	<b>100.0%</b>	<b>296.2</b>	<b>100.0%</b>

**5. ENVIRONMENT.**

By analysing all the waste produced by type of EWC (European Waste Code), it can be seen that almost 50% of the waste produced consists of non-hazardous solid ferrous waste (EWC 17.04.05). In 2022 ferrous waste reached around 133 t. The entire amount of ferrous waste produced is sold to metallurgical companies which recover it through melting.

Below is a summary of the waste produced during 2022 by hazard and destination.

**AGGREGATE SUMMARY TABLE OF WASTE PRODUCED 2022**

WASTE (t)	HQ	CONSTRUCTION SITE	TOTAL
<b>NON-HAZARDOUS</b>	<b>259.28</b>	<b>29.44</b>	<b>288.72</b>
RECOVERY	259.14	29.44	288.58
DISPOSAL	0.14		0.14
<b>HAZARDOUS</b>	<b>7.16</b>	<b>0.18</b>	<b>7.34</b>
RECOVERY	3.54		3.54
DISPOSAL	3.62	0.18	3.80
<b>TOTAL</b>	<b>266.44</b>	<b>29.62</b>	<b>296.06</b>

Considering the type of non-hazardous waste produced and then sent to specific centres for recovery, the company is proving to be attentive to the aspect of environmental sustainability, trying to separate and differentiate the waste as much as possible.

The same principle is also applied inside the offices, in fact, the company practices specific separate waste collection through special containers that allow urban waste equivalents to be correctly divided.



**5. ENVIRONMENT.****5.5. ENVIRONMENTAL IMPACT OF CONSTRUCTION SITES / BIODIVERSITY'** *(sasb IF-EN-160a.1.,2)*

The main construction site activities carried out by A&T Europe concern the assembly of:

- bolted structures for swimming pools in PVC layered stainless steel panels
- reinforced PVC coverings
- PVC pipes
- finishing tiles
- competition accessories.

A&T Europe does not have internal staff to carry out installation activities, these activities are subcontracted to third-party companies.

In most cases, A&T Europe is subcontracted to the general contractor of the projects in which it participates.

In contractual outlines, activities with the highest environmental impact, such as waste management, are often excluded and are the responsibility of the general contractor.

In cases where these activities fall within A&T Europe's remit, they are managed through subcontractors specialised in the field of waste management. The Site Manager checks whether there is a need to appoint a waste disposal company and, if so, requests that it be registered in the national register of environmental operators and any waste transport/storage permits.

The execution of the works is always subcontracted to qualified partner companies, both in Italy and abroad. Subcontracting companies are qualified by A&T Europe staff through Pool Academy training, document verification and verification of the work carried out.

A subcontractor is assigned for each job, who is contracted by the Installations Office with the application of standard contracts.

For each directly managed job, a Site Manager is assigned who is responsible for planning the construction site activities and checking the progress of the subcontractor's works.

During 2022, in carrying out the activities described above, no incidents or specific reports of non-compliance with environmental permits, standards, laws and regulations were found.

**5. ENVIRONMENT.**



6.



COMMUNITY.





**6. COMMUNITY.****6.1. STRUCTURAL INTEGRITY AND SAFETY OF THE PRODUCT** *(sasb IF-EN-250a.1,.2)*

A&T Europe makes its swimming pools using an exclusive modular system that uses stainless steel panels, onto which a layer of extra-thick and hard PVC is laminated at high temperature.

The quality of the stainless steel used ensures a long-lasting structure, resistance and reliability in any situation. All components such as guides, panels and channels are bolted, avoiding welding which, by its nature, is the most subject to corrosion. PVC ensures perfect waterproofing and is now also widely used in public swimming pools, thanks to its notable resistance to UV rays and chemical products, but also thanks to its ease of cleaning and its pleasantness to the touch. PVC is used for all wall joints, on the bottom of the pool and between the wall and the bottom of the pool, for a complete final seal.

In 2022, A&T Europe did not incur rework costs related to defects or product safety attributable to the company. The scope of rework costs excludes costs resulting from changes made by the customer or project owner.

During the reporting period, the company did not receive financial sanctions originating from proceedings related to accidents or accusations relating to defects and product safety.

**6.2. PRODUCT CERTIFICATIONS AND LABELLING***(gri 417-1, 417-2)*

A&T Europe has obtained EN 1090-2 certification for the structural steel component of its construction products.

The harmonised standard EN 1090-1:2009/EC 1-2011 "Fabrication and assembly of steel and aluminium structures Part 1: Requirements for conformity assessment of structural components" describes the requirements and methods for affixing the CE marking, in accordance with European regulation (EU) no. 305/2011.

All manufacturers of steel and aluminium structures must implement the CE marking according to EN 1090-1 for their products and production plants.

This application became mandatory starting from 1 July 2014. The manufacturer must preliminarily qualify its products through initial type tests or calculations and certify its FPC (Factory Production Control) through the intervention of an authorised notified body.

As regards the construction requirements, the references are the EN 1090-2 standards for steel structures and the EN 1090-3 standard for aluminium ones. The requirements for conformity assessment for all types of structures is defined according to a single standard.

The products affected by the standard are among the most important in the civil works sector, such as structural metalwork and its various uses aimed at the creation of construction works such as buildings, schools, offices, road infrastructures.

The UNI EN 1090-1 standard does not directly contain rules governing structural design and construction-related calculations but invariably refers to them.

A&T Europe has obtained UPC (Uniform Plumbing Code) certification for solid surface materials according to the ANSI/ICPA SS1-01 standard. UPC is a code of practice developed by the International Association of Plumbing and Mechanical Officials (IAPMO) to regulate the installation and inspection of plumbing systems to promote public health, safety and welfare.

The UPC is a stringent and internationally recognized marking.

During 2022, the company did not identify any lack of compliance with regulations and/or voluntary product marking codes.

**6. COMMUNITY.****6.3. MARKETING** *(gri 417-3)*

We are always seeking maximum transparency, setting our brand communications based on tangible factual evidence and measurable scientific data, which is what reflects the fundamental values of A&T Europe.

Recognising oneself in corporate values also means presenting oneself to the world in a uniform and coherent way, representing all the companies in the industrial group as part of a single world.

Ethical marketing and related corporate codes of conduct are fundamental elements for us. Our company aims, in fact, to support ethical behaviour by employees and commercial entities in the promotion of its products and services as well as in production dynamics. The very configuration of corporate communication depends on the choices made by our employees and representatives. The choices are therefore oriented towards respect, correctness, transparency, truthfulness and healthy awareness of the user's needs, in order to enhance the credibility and reliability of the brand, while at the same time benefiting the entire community.

**ETHICS AS A GUIDELINE**

A&T Europe has always operated in full compliance with the various legal protocols, from law 231 to the GDPR for the management of user privacy administered in a transparent and respectful manner.

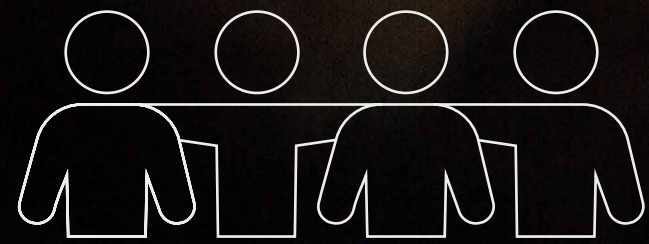
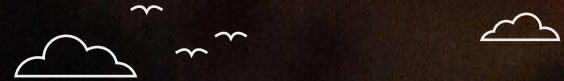
The purpose of corporate communication is to present products and services in a clear and honest way, respecting customers, stakeholders and company ethics. Virtuous communication allows corporate brands to be recognized by consumers as brands capable of operating according to healthy logic, thus promoting their consolidation on their reference markets as credible and reliable brands for their audience.

During 2022, no incidents of non-compliance of marketing communications with regulations or voluntary codes were found, including advertising, promotions and sponsorships.





7.



**PEOPLE.**





## 7.1 PEOPLE MANAGEMENT

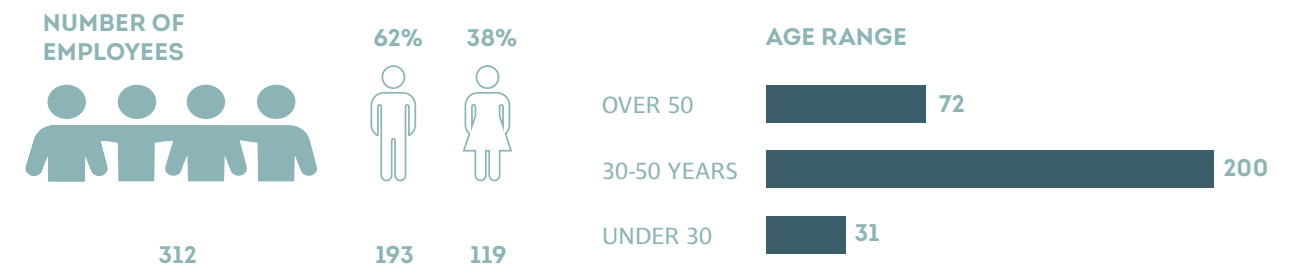
### 7.1.1. EMPLOYEES (gri 2-7)

A&T Europe's staff as of 31/12/2022 consisted of 312 employees. Compared to 2021, the number of employees has essentially unchanged. The workforce is made up almost entirely of permanent employees.

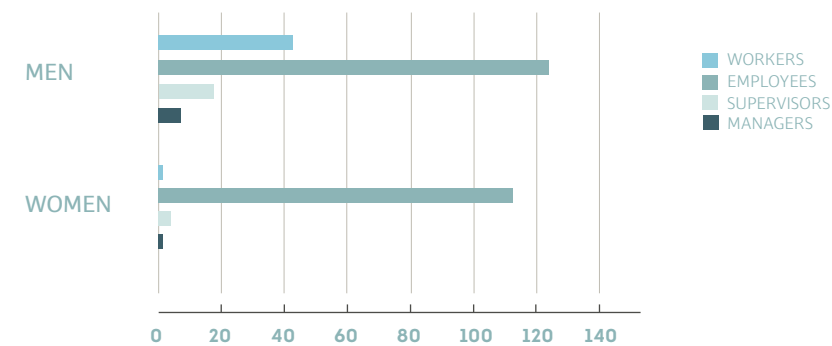
A&T Europe's staff is made up of 62% male employees and 38% female employees. 97% of employees are employed full-time, and the remainder on fixed-term contracts.

In 2022, the majority of employees fall into the 30-50 age range, i.e. 67%, while 24% are employees under 30<sup>1</sup>.

<sup>1</sup> The calculation does not include managers.



Separating the group's staff by professional profile, the majority of employees fall into the white collar category - 76% of the total - and 14% fall into the blue collar category. Managerial contracts are applied to the group's management.



A&T Europe employees are located in Italy, mostly at the headquarters of Castiglione delle Stiviere (MN).

A&T Europe reports the total number of employees according to the number of people present in the company at the end of the reporting period, set at 31 December. In 2022 there were no significant changes in the number of employees compared to the previous year.

#### EMPLOYEE DATA TABLE

EMPLOYEES BY TYPE OF CONTRACT AND GENDER	2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
PERMANENT	107	186	293	115	187	302
FIXED TERM	8	9	17	4	6	10
<b>TOTAL EMPLOYEES</b>	<b>115</b>	<b>195</b>	<b>310</b>	<b>119</b>	<b>193</b>	<b>312</b>



**7. PEOPLE.****7.1.2. SELF-EMPLOYED PERSONNEL** (gri 2-8)

All staff members who carry out tasks for A&T Europe are employees, the group does not have any self-employed workers.

**7.1.3. NEW HIRINGS AND TURNOVER** (gri 401-1)

A&T Europe hired a total of 27 employees during 2022, of which 11 women and 16 men. The rate of new hires is equal to 8.9%, balanced between women (9.3%) and men (8.6%). The number of employees who resigned amounts to 28, in line with the number of those hired, and the respective turnover rate is equal to 9.2%. Compared to 2021, turnover rates are stable at a physiological<sup>2</sup> level.

**NEW HIRINGS AND TURNOVER TABLE**

2022	WOMEN				MEN				TOTAL
	< 30 YEARS	30-50 YEARS	>50 YEARS	TOTAL WOMEN	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL MEN	
NUMBER OF EMPLOYEES	15	78	25	<b>118</b>	16	122	47	<b>185</b>	<b>303</b>
NUMBER OF NEW HIRES	6	5	0	<b>11</b>	6	9	1	<b>16</b>	<b>27</b>
NUMBER RESIGNED	2	1	7	<b>10</b>	1	13	4	<b>18</b>	<b>28</b>
NEW HIRE RATE	40.0%	6.4%	0.0%	<b>9.3%</b>	37.5%	7.4%	2.1%	<b>8.6%</b>	<b>8.9%</b>
NEW HIRE RATE	13.3%	1.3%	28.0%	<b>8.5%</b>	6.3%	10.7%	8.5%	<b>9.7%</b>	<b>9.2%</b>

2021	WOMEN				MEN				TOTAL
	< 30 YEARS	30-50 YEARS	>50 YEARS	TOTAL WOMEN	< 30 YEARS	30-50 YEARS	> 50 YEARS	TOTAL MEN	
NUMBER OF EMPLOYEES	18	68	29	<b>115</b>	14	128	44	<b>186</b>	<b>301</b>
NUMBER OF NEW HIRES	4	9	0	<b>13</b>	4	7	2	<b>13</b>	<b>26</b>
NUMBER RESIGNED	0	2	7	<b>9</b>	0	12	0	<b>12</b>	<b>17</b>
NEW HIRE RATE	22.2%	13.2%	0.0%	<b>11.3%</b>	28.6%	5.5%	4.5%	<b>7.0%</b>	<b>8.6%</b>
NEW HIRE RATE	0.0%	2.9%	24.1%	<b>7.8%</b>	0.0%	9.4%	0.0%	<b>6.5%</b>	<b>5.6%</b>

<sup>2</sup> The calculation does not include managers.

**7. PEOPLE.****7.1.4. EMPLOYEE BENEFITS** (gri 401-2, 401-3)**ATTENTION TO EMPLOYEE SATISFACTION.****A&T EUROPE HAS ALWAYS BEEN INTERESTED IN EMPLOYEE HEALTH AND WELL-BEING ISSUES IN THE WORKING ENVIRONMENT.**

In this regard, the company has set up numerous initiatives and constantly aims to define new ones, as well as improve existing ones. In particular, it has added second-level of supplementary benefits to the traditional employment contract, with the inclusion of many elements aimed at increasing satisfaction, such as: the non-absorbable contractual extra allowance over minimum pay; the weekday bonus and the performance bonus; a company welfare plan; meal vouchers; flexibility in incoming and outgoing hours.

As far as health is concerned, A&T Europe offers access to services such as blood tests and flu vaccination, provided directly by the company once a year.

Added to these activities, in a broad and inclusive sense of promoting health and well-being in the workplace there are the initiatives linked to the WHP (Workplace Health Promotion) and Health Sport & Wellbeing programmes, a project launched in 2018 with the aim of encouraging healthy lifestyles and physical movement. In this regard, every week the company makes fresh fruit available in the common areas. Furthermore, meetings are organised with nutritionists, personal trainers and physiotherapists with the aim of raising awareness and preventing pathologies linked to nutritional deficiencies and a sedentary lifestyle. Another example is the pedal-assisted bicycle rental service, made available for the summer season.

Health Sport & Wellbeing also includes the organisation of company tournaments, as well as the sponsorship of sporting events and competitions, walking and cycling: in general, cohesion and sharing are encouraged. One of the most recent initiatives was to offer employees entry to the Aquamore centres and a concession for access to family members, to promote the positive value of activities carried out in water.



**7. PEOPLE.**

A&T Europe tends towards actively listening to the needs of its collaborators, for which it has introduced a new so-called assessment system VCC (Assessment of Skills and Behaviour), useful calling cards for defining the annual training plan. The benefit for the employee consists in constant improvement of their knowledge and skills and continuous training.

The most widespread benefit among full-time employees is health insurance, followed by the additional company contribution to the sectoral pension scheme.

**BENEFIT TABLE FOR FULL-TIME EMPLOYEES**

BENEFIT	2021	2022
HEALTH CARE	249	260
PARENTAL LEAVE	6	6
PENSION CONTRIBUTIONS	60	65

The rate of return to work from parental leave in 2022 was 100%, as it was in 2021.

**PARENTAL LEAVE TABLE**

PARENTAL LEAVE	2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
THOSE ELIGIBLE	10	4	14	9	5	14
USED	10	4	14	9	5	14
RETURNED BY THE END OF THE YEAR	9	3	12	9	4	13
STAYED BEYOND 12 MONTHS	9	3	12	9	4	13
RETURN RATE	100%	100%	100%	100%	100%	100%

## 7.2. INVOLVEMENT, DIVERSITY AND INCLUSION (gri 405-1b)

At A&T Europe there is substantial gender equality among employees. In the plant and manufacturing category, the male presence prevails for reasons possibly inherent to the type of work required in the workshop.

At a managerial level, the trend towards gender equality will gradually materialise in the years to come, as a consequence of the governance policies adopted by the Company.

**7. PEOPLE.****EMPLOYEE DIVERSITY TABLE BY CATEGORY**

EMPLOYEES BY PROFESSIONAL PROFILE AND GENDER	2021			2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
MANAGERS	1	8	9	1	8	9
SUPERVISORS	3	18	21	4	18	22
EMPLOYEES	111	123	234	113	124	237
WORKERS	1	45	46	1	43	44
<b>TOTAL</b>	<b>116</b>	<b>194</b>	<b>310</b>	<b>119</b>	<b>193</b>	<b>312</b>
<b>PERCENTUAL</b>	<b>37.4%</b>	<b>61.6%</b>	<b>100%</b>	<b>38.1%</b>	<b>61.9%</b>	<b>100%</b>

A&T Europe firmly believes in the themes of diversity and inclusion, and in this regard is committed to involving the Aole Amateur Sports Association in its initiatives, a company with the aim of promoting and developing projects for the autonomy, social and cultural integration of people with disabilities. For example, in 2022 some employees participated in a day of swimming at the sports centre of the Bocconi University in Milan, in the company of children from the association. Aole was also invited to the Myrtha Grill event, organized by the company as a moment of conviviality and group cohesion.

Among the projects planned for 2023, A&T Europe aims to involve the Aole association in the events organized by Special Olympics, a sports organization for people with disabilities.

Furthermore, it is the company's intention to introduce a regulation for equal opportunities, with the aim of promoting gender equality and preventing any form of discrimination relating to gender and/or sexual orientation.

## 7.3. HEALTH AND SAFETY AT WORK

### 7.3.1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM (gri 403-1)

A&T Europe manages an occupational health and safety management system, complying with the legal obligations established by the Consolidated Law on Health and Safety (Legislative Decree 81/2008). These obligations can basically be identified in the following general protection measures:

- Assessment of the risks to which workers are exposed, adoption of the relevant prevention measures, supply of PPE (Personal Protective Equipment) related to the risks
- Information, education and training of employees
- Health surveillance
- Participation and consultation of employees and their representatives, in relation to prevention and safety activities.



**7. PEOPLE.**

A&T Europe does not have a management system certified according to ISO 45001 (Occupational health and safety management systems).

For (sub)contracted activities, for which A&T Europe is the guarantor towards its customer, or which are carried out at external construction sites (e.g. construction sites for the installation of swimming pools, cruise ships, etc.) or to be carried out in workplaces in any case under the control of A&T Europe (internal construction sites), the company requires its contractors to provide, before assigning the works, all the documentation certifying the regular fulfilment of the safety requirements, both by the organisation and by its employees or collaborators; therefore certifying that the safety education and/or training of staff members/collaborators has taken place, as well as that aimed at proving the fulfilment of civil, fiscal, contributory and safety legal obligations (CCIAA/DURC, DUVRI, POS, etc.).

### 7.3.2. HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION (gri 403-2)

The processes aimed at identifying and assessing risks are entrusted to sector consultants, to guarantee the objectivity of the investigation and adequate expertise.

The investigations are carried out by sharing the information with the persons in charge of internal safety (Head of the prevention and protection service - RSPP, ASPP Officer -, Area/Sector Managers) and operating in collaboration with the personnel concerned, both in inspections of the working environments, and in conducting interviews aimed at acquiring relevant information.

The results of the verification and monitoring activities, appropriately documented, photos, technical reports, etc. are formalized in specific periodic audits held by the RSPP. Any critical issues accidents, injuries, events of another nature, etc. are examined during specific meetings, held between the staff who have safety roles and possibly the staff concerned and directly involved in the problems examined. The aim is to delve deeper into what happened and prepare appropriate corrective and improvement actions.

Specific forms for the Quality Management System (ISO 9001) have been prepared to report critical issues, harmful events, accidents and near misses, and also to report any staff ailments. The report is sent to the Head of the Prevention and Protection Service (RSPP). The most critical harmful events are also subject to in-depth evaluation as part of the annual meeting of the Security and Prevention Service (art.35 Legislative Decree 81/2008).

The company promotes in-depth analysis and investigations also in the event of changes to company processes or production and logistics layouts.

### 7.3.3. PROFESSIONAL HEALTH SERVICES (gri 403-3)

The professional health services refer to the health and safety requirements set out in Consolidated Law 81/2008. The general protection measures that guarantee these services, by the employer, are those included in the management system.

**7. PEOPLE.**

The company Prevention and Protection Service comprises the following roles:

- Head of the Prevention and Protection Service (RSPP)
- Prevention and Protection Service Officer (ASPP)
- Person in charge
- Company doctor
- Staff member safety representative (RLS).

The participation of Staff members in the activities covered by the service and more generally in the aspects concerning the management of safety in the Company, is guaranteed by the provisions of art. 50 of Legislative Decree 81/2008. (Responsibilities of the RLS).

Health surveillance activities are conducted under the responsibility of the company doctor.

The data concerning each individual Staff member, contained in the individual health records, are managed and accessible only by the company doctor.

Any limitations and/or requirements in the certificate of suitability for the job are made known to the RSPP and shared by them with the person responsible for the activities of the interested party, so that their application is guaranteed.

Health surveillance activities are carried out in suitably furnished special rooms at the company headquarters, during working hours. The activities take place in compliance with the provisions that guarantee the protection of the right to privacy.

### 7.3.4. WORKER PARTICIPATION AND CONSULTATION (gri 403-4)

The participation of Staff members, in activities concerning safeguarding health and safety at work is first and foremost reflected in the rights established within the Consolidated Law on Safety, in particular in the prerogatives recognised to the role of the RLS (art. 50 Legislative Decree 81/2008).

In the operational reality of the company Prevention and Protection Service (SPP), the RLS are also involved in the verification and control audits systematically conducted by the company RSPP, together with the manager of the area concerned. A specific report is drawn up from these Audits, signed by the parties, and kept on the records.

The RSPP holds select committees with the aim of examining specific safety issues in detail on the occasion of events, facts, circumstances which have highlighted particular critical issues, illnesses, accidents, near misses, etc.

If these critical issues have been generated by the Staff members behaviour, the Staff member is also invited to participate in the meeting. A specific report is drawn up of the works, signed by all participants, and kept on the records.

During the annual meeting of the SPP (art.35 Legislative Decree 81/2008), these critical issues and the way in which they were addressed and resolved are acknowledged.

If the facts give rise to disciplinary complaints, the activities are managed by the SPP together with the personnel office and with the participation of the company's RSUs (single trade union representatives).



7. PEOPLE.

7.3.5. STAFF MEMBER TRAINING (gri 403-5)

Training Staff members on health and safety at work is guaranteed through ad hoc general and specific training. General training is for all Staff members. Specific training, in addition to the general one, is based on the risk index that each Staff member has identified in their job description, low, medium, high. Additional specific training is linked to the peculiarity of some activities, which generate risks for which dedicated education and training are necessary, including: working at heights, in confined spaces, electrical work and with chemical products.

The company provides specific training for those who are part of the emergency teams, i.e. firefighting team and first aid team.

The training activities are provided by external training bodies, during working hours and therefore paid. The effectiveness check is mandatory carried out at the end of each course, using a specific questionnaire. Some courses are organised externally at the offices of the appointed bodies, others within the company.

A&T Europe also organizes courses aimed at increasing awareness of the risks and dangers present for some activities carried out in the company by its staff, including:

- Safe access to construction sites course
- Safety accompaniment course for guests on warehouse premises.

7.3.6. FOSTERING STAFF MEMBERS' HEALTH (gri 403-6)

A&T Europe encourages access to free and voluntary additional health services, provided in the company and during working hours, in particular:

- Flu vaccination programme: administered by nursing staff, assisted by the company doctor
- Blood tests: administered by qualified nursing staff, in the presence of the doctor.

As part of the more general health promotion services and programmes, A&T Europe organises the following services and activities:

- Nutritionist
- Fruit distribution
- Making electric bikes available
- Sports agreements, gyms, swimming pools, physiotherapy centres
- Corporate library
- Sports trips outside of work
- Recreational activities e.g. beach volleyball tournament, Padel tournament

7.3.7. PREVENTION AND MITIGATION RELATED TO OPERATIONAL ACTIVITIES (gri 403-7)

The need to protect health and safety at work connected to A&T Europe's operational activities derives from travel abroad by sales staff, and in particular from:

- Health conditions in foreign countries
- Socio-political and logistical-environmental conditions for personnel remaining on site
- Risks deriving from COVID-19 contagion (since 2020).

7. PEOPLE.

The SPP carries out a methodical information activity towards the personnel concerned who, before going abroad, are informed of the health conditions in the places of destination and, in particular, of the possible need for specific prophylaxis to be followed.

If there are risks linked to the socio-political context of the destination country, the company organises on-site support services that guarantee the maximum possible safety for its staff e.g. escorted travel. There is a company travel policy, which contains indications and recommendations to follow during the stay in countries at risk.

Since its onset (in 2020), the risk of contagion from COVID-19 has led to an information activity on the rules to follow for travel and the precautions to be taken in the destination countries by travelling staff. These rules and indications can be found on government websites, in particular that of the Ministry of Health, and have been implemented by providing staff with operational support in carrying out all the surveys and certifications required, Green Pass, molecular swabs, etc. to be able to travel safely.

7.3.8. MANAGEMENT SYSTEM COVERAGE (gri 403-8)

A&T Europe's workplace health and safety management system applies to all. A&T Europe employees management system is implemented both through compliance with regulatory safety requirements and through the monitoring, supervision and control activities described to the previous points (audits, select committees, annual service meeting, etc.).

In relations with external organizations entrusted with works and services under contract, the management of health and safety aspects concerns the acquisition of the documentation required for the activities entrusted by the reference legislation (Legislative Decree 81/08). The same happens for the staff of external companies to which activities are contracted within the A&T Europe company sites.

7.3.9 ACCIDENTS AT WORK (sasb RT-IG-320a.1, gri 403-9)

No deaths or serious workplace injuries occurred among group employees in A&T Europe during 2022. The data relating to these aspects are monitored in a report for management which not only shows the number of injuries, but also the number of days of disability generated, divided by sector.

Incidence rates were calculated on a per 200,000 hour basis.

TABLE OF EMPLOYEE ACCIDENTS AT WORK

	2021	2022	2021	2022
NUMBER OF DEATHS	0	0	DEATH RATE	0
NUMBER OF SERIOUS INJURIES	0	0	RATE OF SERIOUS INJURIES	0
NUMBER OF RECORDABLE INJURIES	3	0	RECORDABLE INJURY RATE (TRIR)	1.17
NUMBER OF NEAR-MISSES	1	0	NEAR MISS FREQUENCY RATE	0.39
HOURS WORKED	513805	541686		



TOPIC	ACCOUNTING METRIC	DATA	PAGE	CODE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	No recorded incidents	<b>82</b>	IF-EN-160a.1
	Discussion of processes to assess and manage environmental risk associated with project design, siting, and construction	-	<b>82</b>	IF-EN-160a.2
Structural Integrity & Safety	Amount of defect-and safety-related rework costs	No rework costs	<b>86</b>	IF-EN-250a.1
	Total amount of monetary losses as a result of legal proceedings associated with defect-and safety-related incidents	No monetary losses	<b>86</b>	IF-EN-250a.2
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	(1) 1 in 2021 (2) 4	<b>63</b>	IF-EN-410a.1
	Discussion of process to incorporate operational- phase energy and water efficiency considerations into project planning and design	-	<b>65</b>	IF-EN-410a.2
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Trasparency International's Corruption Perception Index	(1) None (2) None	<b>56</b>	IF-EN-510a.1
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anticompetitive practices	(1) None (2) None	<b>56</b>	IF-EN-510a.2
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	-	<b>56</b>	IF-EN-510a.3
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 5,487 GJ (2) 46.6% (3) 12.4%	<b>72</b>	RT-IG-130a.1
Employee health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(1) 0 (2) 0 (3) 0	<b>99</b>	RT-IG-320a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	2% of total revenue	<b>68</b>	RT-IG-440b.1

Declaration of use	A&T Europe S.p.A. has reported the information cited in this GRI content index for the period from 1/1/2022 to 31/12/2022 with reference to the GRI standards.		
GRI 1 Used	GRI 1 - Fundamental principles – 2021 version		
STANDARD GRI	MARKER	DESCRIPTION	PAGE
GRI 2: General Disclosures 2021	2-1	Organizational details	<b>23</b>
	2-2	Entities included in the organisation's sustainability reporting	<b>23</b>
	2-3	Reporting period, frequency and point of contact	<b>13</b>
	2-4	Review of information	<b>13</b>
	2-6	Activities, value chain and other business relationships	<b>25</b>
	2-7	Employees	<b>90</b>
	2-8	Self-employed	<b>91</b>
	2-9	Governance structure and composition	<b>54</b>
	2-22	Declaration on sustainable development strategy	<b>6</b>
GRI 3: Material Topics 2021	2-25	Process aimed at remedying negative impacts	<b>55</b>
	2-27	Compliance with laws and regulations	<b>56</b>
	2-29	Approach to stakeholder engagement	<b>47</b>
	3-1	Process of determining material topics	<b>49</b>
GRI 201: Economic Performance 1026	3-2	List of material topics	<b>49</b>
	3-3	Management of material topics	<b>40</b>
	201-1	Direct generated and distributed economic value	<b>42</b>
GRI 204: Procurement Practices 2016	204-1	Proportion of spending made with local suppliers	<b>43</b>



GRI 303: Water and Effluents 2018	303-1	Interactions with water as a resource	<b>77</b>
	303-3	Water use	<b>79</b>
	303-4	Water discharge	<b>80</b>
GRI 305: Emissions 2016	3-3	Management of the material topic	<b>74</b>
	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	<b>74</b>
	305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	<b>75</b>
	305-5	Reduction of greenhouse gas (GHG) emissions	<b>76</b>
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	<b>80</b>
	306-3	Waste generated	<b>80</b>
	306-4	Waste not sent to landfill	<b>80</b>
GRI 401: Employment 2016	401-1	Hiring new employees and employee turnover	<b>91</b>
	401-2	Benefits for full-time employees that are not available to temporary or part-time employees	<b>92</b>
	401-3	Parental leave	<b>92</b>
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management systems	<b>95</b>
	403-2	Hazard identification, risk assessment and incident investigation	<b>96</b>
	403-3	Professional health services	<b>96</b>
	403-4	Participation and consultation of workers regarding workplace health and safety programmes and related communication	<b>97</b>
	403-5	Training workers on occupational health and safety	<b>98</b>
	403-6	Fostering Staff members' health	<b>98</b>
	403-7	Prevention and mitigation of workplace safety impacts directly linked to business relationships	<b>98</b>

	403-8	Workers covered by an occupational health and safety management system	<b>99</b>
	403-9	Accidents at work	<b>99</b>
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity in governance bodies and among employees	<b>94</b>
GRI 417: Marketing and Labelling 2016	417-1	Labelling requirements and information on products and services	<b>86</b>
	417-2	Incidents of non-compliance concerning labelling and information on products and services	<b>86</b>
	417-3	Incidents of non-compliance concerning marketing communications	<b>87</b>





