



GREEN REPORT 2021



CONTENTS

LETTER TO STAKEHOLDERS

Our sustainable journey
The Galdi Group
Galdi's people
Life-long training
Environmental sustainability

Research and Innovation
Employee benefits
Community engagement
Sustainable supply chain

Safety certifications
Our sustainable packaging
Customs authorisations
Galdi Village, a place to fill

GOALS FOR THE FUTURE

Galdi approached 2021 with positivity and confidence. We wanted to begin the year with a fresh start, by officially opening the Galdi Village, a place to fill, the new building dedicated to our staff and the local community located right next to the production plant.

Along with valuing “connections” and the well-being of our team, we wanted to strengthen our relationships with institutions and the local community, with whom we had only interacted online during the pandemic.

As for sustainability, our ongoing efforts have focused on making our manufacturing plants increasingly more efficient, reducing our products’ environmental impact and engaging our employees in the implementation of the UN Sustainable Development Goals.

The sixth edition of Galdi’s Green Report illustrates the progress we have made so far, with the goal of bringing all stakeholders together and a keen desire to cope with difficult times as a big team!

Galdino Candiotta
Antonella Candiotta



**LET'S RESTART
WITH AN EVEN
STRONGER FOCUS
ON QUALITY
OF LIFE, ON
RECONNECTING
WITH OTHERS,
PLACING
SUSTAINABILITY
AT THE CORE OF
EVERYTHING WE DO**

OUR SUSTAINABLE JOURNEY

2010

The introduction of **Lean Production** leads to waste reduction and better resource allocation

2016

The company analyses the **Carbon Footprint** and **Water Scarcity Footprint** of its filling solutions. Reflecting its commitment to sustainability, Galdi publishes the **first Sustainability Report**

2018



Galdi updates its Environmental Management System, **certified in 2012**, and receives certification under the new **UNI EN ISO 14001:2015** standard

2021

Official opening of the Galdi Village, a place to fill, built to the highest standards in terms of sustainability and occupant wellbeing

Galdi Village, a place to fill



THE GALDI GROUP



A GROUP, A STEADILY GROWING TEAM, DRIVEN BY SHARED OBJECTIVES

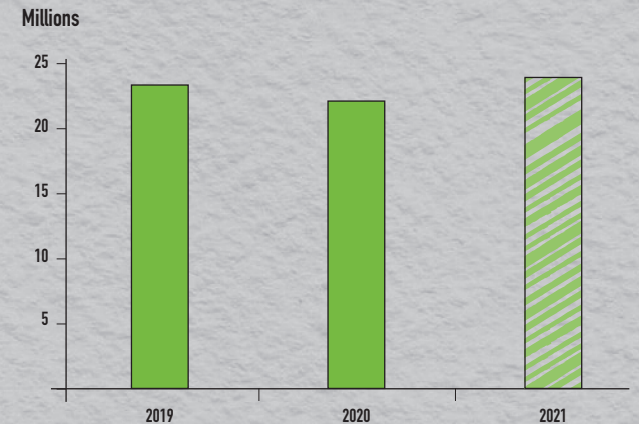
124
EMPLOYEES

110
ITALY

14
ABROAD

2021
CONSOLIDATED TURNOVER

23,9
MILLION (EUR)



SUSTAINABLE DEVELOPMENT GOALS



GALDI'S PEOPLE



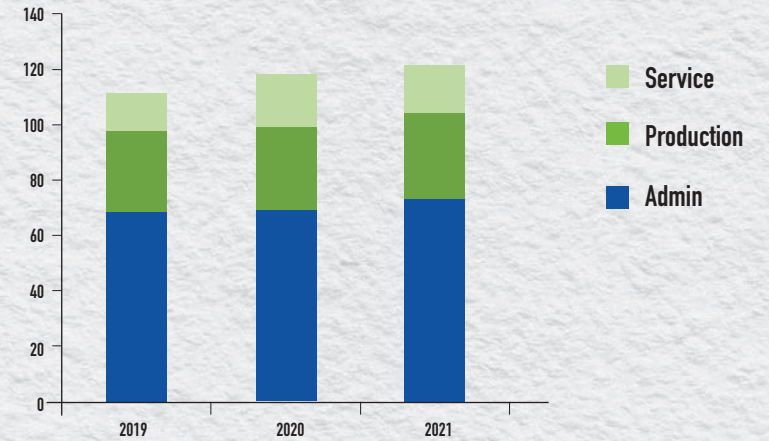
28
WOMEN

96
MEN



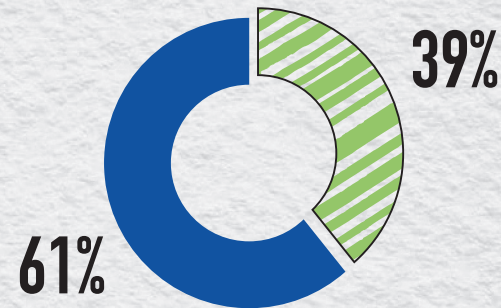
GALDI'S PEOPLE

Number of employees



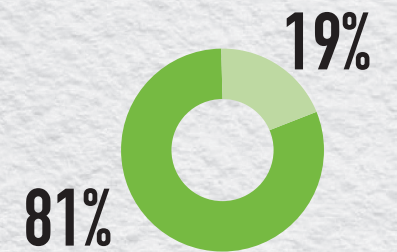
Data as of 31/12/reference year

EDUCATION



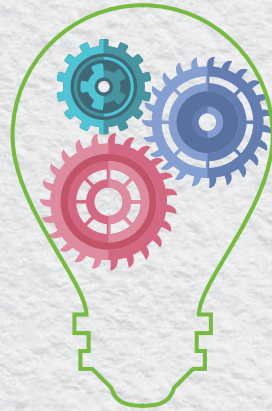
Graduates
Other

DEGREE LEVELS



Bachelor degree
Master degree

LIFE-LONG TRAINING



HOURS
856

Improving and expanding technical expertise in mechanical and software design

422

Soft skills, HR management, remote work

188

Sales development, integrated supply chain and corporate sustainability

284

Expanding know-how in digital tools and cybersecurity areas



TO THRIVE AS A TEAM AND AS A COMMUNITY, WE STRONGLY BELIEVE IN THE IMPORTANCE OF LIFE-LONG LEARNING

We strive to foster talent through life-long learning and the acquisition of **new skills** in innovative and cross-cutting topics.

Hours of training



Learning from experience: in 2021, we renewed our partnership with schools and universities.

1 PHD (UNIVERSITY OF PADUA)

2 DISSERTATION INTERNSHIPS

- 1 Sales and Marketing department
- 1 Technical department (subject area: Machine Intelligence)

1 UNDERGRADUATE INTERNSHIP

After Sales department

3 SCHOOL-WORK DUAL TRAINING APPRENTICESHIPS

With students attending Technical Institutes in the Treviso Province

ENVIRONMENTAL SUSTAINABILITY

PV SYSTEM



308,164
kWh used on site

399,766
kWh produced

91,602
kWh fed into the grid

551,798
kWh bought from
renewable sources

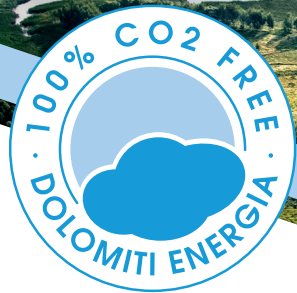
135.97
avoided CO₂



Utilizziamo solo

**100%
ENERGIA
PULITA**

Energia proveniente dalle centrali
idroelectriche delle Dolomiti



Grazie a

**100%
CO2 FREE**

*Abbiamo compensato tutta la CO2
prodotta dall'utilizzo di gas naturale*

100%
CO₂ - free gas

70.7 t CO₂

were compensated by the supplier
through **environmental projects**



GALDI THINKS GREEN

100%
of the water
used for
machine tests
is recovered
and reused
through a
filtering system

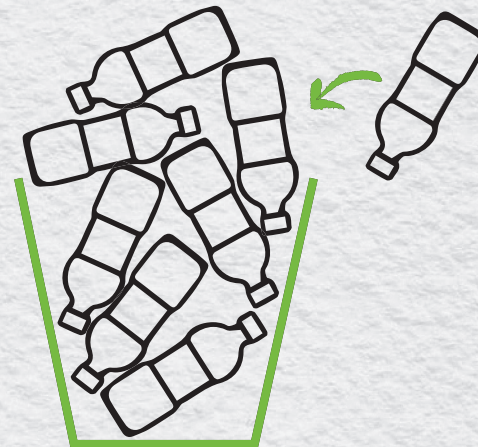
approximately
-254 m³
Water savings

Since 2016, we have
consistently reduced
water usage for our
manufacturing plant



About
25,000
fewer **plastic**
bottles in less
than a year

Thanks to the installation
of a water dispenser





99.7%
recycled solid waste

260.9 t
WASTE

2.7%
mixed waste

37.27 t

Cartons used for testing were recycled and transformed into recycled paper



ECO-FRIENDLY CARS

In 2021, we bought 3 next-generation hybrid cars and 1 full electric car



FSC PAPER

Project for more sustainable packaging for sending spare parts to customers



100% HEAT-FREE INKJET PRINTERS

- We print on recycled paper only
- Energy savings
- Better air quality

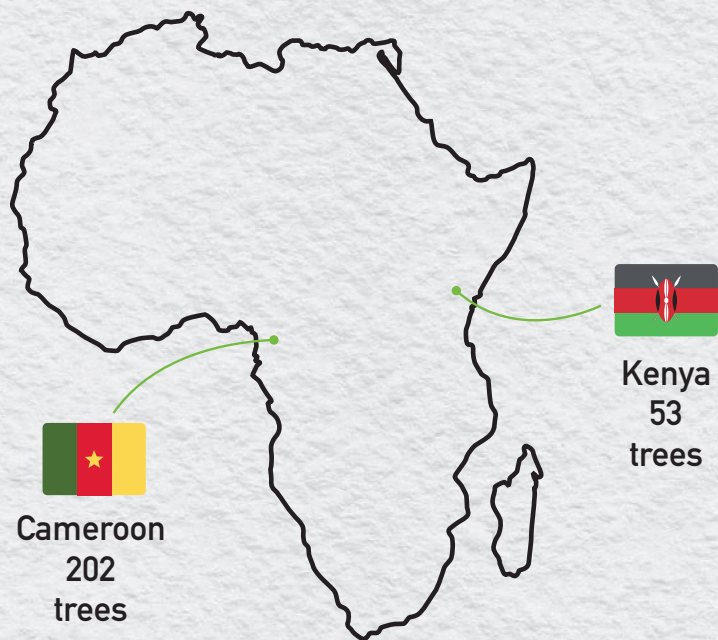
As part of our ongoing effort to eliminate the use of paper for reviewing technical drawings, digital screens were installed in the production departments.

TREEDOM

Treedom is an environmental and social sustainability project. The goal is to plant and grow trees in several African countries, enabling local farmers to start a profitable business that guarantees a source of sustenance and income.

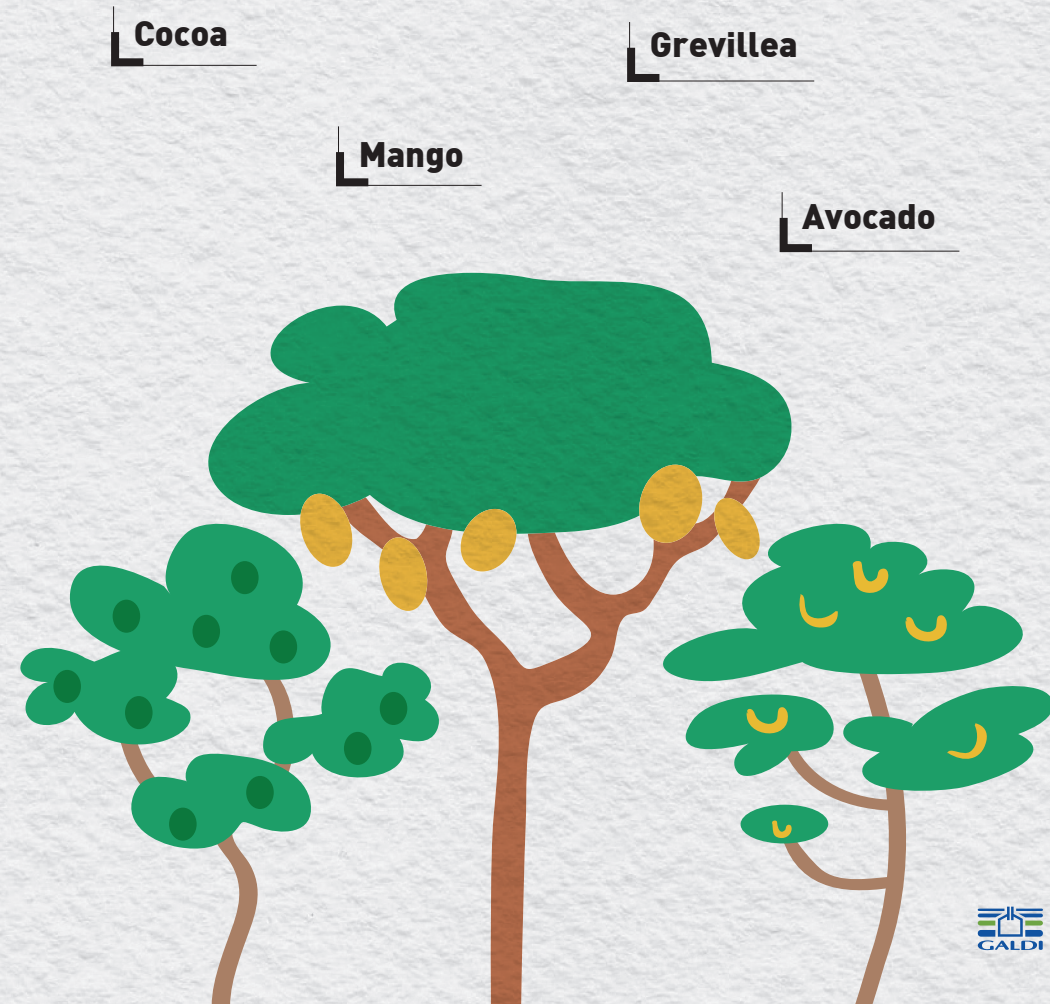
-47,110

KG SAVED CO₂



Planted trees absorb an amount of CO₂ equivalent to the load of 245 trucks.

GALDI'S TREES



RESEARCH AND INNOVATION



RESEARCH AND INNOVATION ARE KEY DRIVERS

Collaborating with research bodies is key to Galdi's development. The company has always worked with **universities and local institutions** to share knowledge and foster innovation, particularly in the areas of digitization, **IIoT infrastructure** development, and food safety.

FILL GOOD'S CONSULTANCY SERVICES

Galdi collaborates on development projects in the field of microbiology through its in-house start-up, FILL good, which offers top-of-the-class consultancy and expertise in the areas of **food safety** and sustainability.

RESEARCH BODIES



UNIVERSITY OF PADUA



UNIVERSITY OF UDINE



UNIVERSITY OF VERONA



"CA' FOSCARI" UNIVERSITY OF VENICE



PARTNERSHIPS





SUSTAINABILITY BEGINS WITH OUR SYSTEMS!

Making our machines increasingly more efficient is our goal, albeit not the only one!

In the development stage, we always consider the solutions that have the least impact on our planet, since efficiency means first and foremost wasting fewer resources.

For model RG270, we adopted for the first time the **Eco Design** approach, which focuses on the environmental impact during the design stage too.

The decision to use this new development approach was based on the outcome of an in-depth analysis we carried out with the University of Padua to appraise the impact of our fillers in terms of **Carbon Footprint** and **Water Scarcity Footprint**.

RG280

The new packaging machine - for which development ended in 2021 and which was officially launched in early 2022 - raises the standards in terms of consumption and emissions.

886m³ Saved water/year

Thanks to external cleaning and SIP sterilisation systems with pressurised steam

Lower impact

Reduction in chemical usage thanks to SIP sanitisation with pressurised steam

Reduced emissions

Catalytic converters to reduce hydrogen peroxide emissions in the environment

Food Waste

- No product left in the tank
- Delivers ready-for-sale cartons right from the start

DIGITAL SERVICES AND MACHINE INTELLIGENCE



HIGHER EFFICIENCY, LESS WASTE, LOWER IMPACT THANKS TO DIGITAL TECHNOLOGIES

Galdi is committed to implementing 4.0 technologies to serve its customers and develop innovative, eco-friendly solutions. Examples include our digital services and the team dedicated to Machine Intelligence.

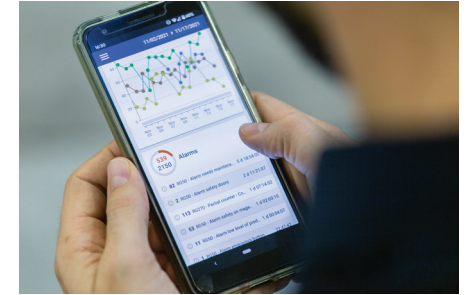
DIGITAL EFFICIENCY HELPS REDUCE:

- **food waste** caused by downtime
- **environmental impact** of repairs
- **early wear** of components
- **abnormal or irregular consumption levels**

GALDI'S DIGITAL SERVICES

MaSH

Monitoring system that helps reduce downtime and product waste



E-Portal

Galdi's spare parts portals for more simplicity, fewer mistakes and less paper



TYE

Fewer on-site visits thanks to Through Your Eyes, our remote video-assistance service



Web-FAT

Customers can watch Factory Acceptance Tests live online, without having to come to our headquarters!



EMPLOYEE BENEFITS



BETTER QUALITY OF LIFE IN- AND OUTSIDE THE WORKPLACE LEADS TO BETTER WORK PERFORMANCE



2015

Galdi participates in the “Family and Work” project promoted by the Veneto Region. A **three-year business plan** identifies the measures to be adopted for a better work-life balance

2019

The implementation of the agenda set out in the business plan leads to the **Family Audit Certification**, in line with the standard of the Autonomous Province of Trento

2020

Galdi’s internal project group has gotten bigger, in order to have a wider forum for discussion and debate on future actions and initiatives

2021

Galdi maintains the Family Audit certification for the **second year running**. 2022 will mark the third - and last - year of the project



The Family Audit certification helps balancing work and family life!

Staff members are actively engaged in the company’s ongoing efforts to improve **work-life balance**.

A GOOD LIFE GOAL FOR A BETTER WORLD

OUR IDEA OF SUSTAINABILITY SPREADS WITHIN THE COMPANY AND ACROSS THE COMMUNITY



“A Good Life Goal for a Better World” is the name of the project Galdi developed and started in 2020 to raise awareness of the sustainability issues at the core of the **UN’s 2030 Agenda** among staff. The project was successfully completed in 2021.

Through the project, Galdi called on **all the Group’s employees** (in Italy and abroad) to reflect on sustainability, encouraging them to put in place concrete actions - for each of the Sustainable Development Goals - which were then shared with staff and put to the vote.

The “challenge” involved both employees and their **families**, proving to be a good opportunity to address the issue of sustainability not only at work but also in daily life!

1 HELP END POVERTY

GOODLIFE WORLD

HELP END POVERTY
Actions

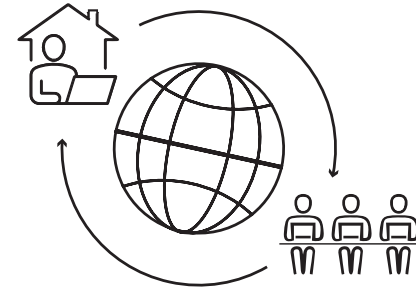
- 1 Learn the causes of poverty at home and abroad
- 2 Share and donate what you can
- 3 Buy from companies that pay people fairly
- 4 Save, borrow and invest responsibly
- 5 Demand decent wages and opportunities for all

End poverty in all its forms everywhere.

SUSTAINABLE DEVELOPMENT GOALS

REMOTE WORK

“**MORE FLEXIBILITY FOR MORE EFFICIENCY: THIS IS OUR IDEA OF REMOTE WORK**”



2018

Following the introduction of “mobile workstations” and notebooks for staff members, we started a **pilot project** with a group of employees.

GOAL: to introduce remote work in the company
REMOTE WORK: 1 day a month

Rules for remote work are introduced.

REMOTE WORK: 2 days a month

2019

2020

The company started using remote work in February, before mandatory Covid measures were taken at national level.

Working remotely, our **Field Service Engineers** were able to provide full support to customers.

2021

Remote work is extended.

From September 2021: 4 days/month (1 day/week max.)



COMMUNITY ENGAGEMENT



FROM COLLABORATION WITH SCHOOLS TO SOCIAL ENGAGEMENT, THE KEY WORD IS SHARING

We have continued supporting schools, both in-person and online. We stayed connected with companies, institutions and schools through online webinars and meetings, but also hosted tours and events at both our headquarters and at the Galdi Village, a place to fill

GUIDED VISITS ON SITE

COMPANY TESTIMONIALS (IN-PERSON AND ONLINE)

PROJECTS FOR LOCAL SCHOOLS AND YOUNG PEOPLE



In 2021, too, we made donations to support a number of local and international causes. In 2022, we made a donation to the Italian Red Cross for relief efforts in Ukraine

The products for our Christmas gift baskets come from businesses engaged in social projects; moreover, all Galdi employees received vouchers to be redeemed for benefits on our online platform

The sum allocated for the company's Christmas party was donated to Share The Meal, a World Food Programme's initiative. With this action, we secured **3,714 meals for conflict-affected families in Afghanistan**

The tables and chairs of the old canteen were donated to a local volunteer-led, first-aid charity

SOCIAL PROJECT



OVERCOMING DIFFICULTIES, TOGETHER: THE PROJECT WITH SOL.CO.

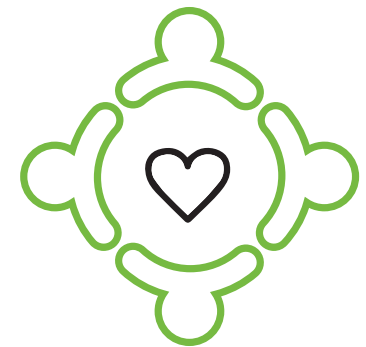
In 2021, Galdi began collaborating with Sol.Co., a social cooperative which operates in the Treviso area and offers training and work integration projects for people from disadvantaged backgrounds.



The cooperation with Sol.Co. took the form of a **training and support project**, aimed at enabling users to autonomously operate and service their own machinery.

GOAL

To provide support and advice through training, in order to bridge the technical gap and enable Sol.CO. users to **operate machinery and equipment**



SUSTAINABILITY PROJECT



A PROJECT TO RAISE AWARENESS OF SUSTAINABILITY ACROSS BUSINESSES AND COMMUNITIES BY ASSINDUSTRIA VENETOCENTRO

Several activities to develop awareness of **sustainability** issues in companies and the local area. This project brings together several stakeholders in the Provinces of Treviso and Padua, creating **valuable networks** across institutions, businesses and schools.



SUSTAINABILITY GROUP

A platform for discussion and know-how exchange: sharing sustainability!

For the sixth year in a row, we participated in the Sustainability Group, which connects **businesses** from different sectors and acts as a platform to share experiences and learn from each other with the goal of improving corporate sustainability strategies.

CORPORATE SUSTAINABILITY PROJECT FOR SCHOOLS

We support talented young people & help them unlock their potential!

In 2021, Galdi participated for the second year running in a project involving students from local Technical Institutes promoted by Assindustria VenetoCentro. This year, the challenge launched by Galdi focused on:

- developing an efficient cap orientation system
- providing the most sustainable solution

SUPPLY CHAIN AGREEMENT PROJECT



SUSTAINABILITY ALSO MEANS SUPPORTING LOCAL COMPANIES IN OUR SUPPLY CHAIN

Since 2020, Galdi has been involved in the Supply Chain Development Programme by Intesa Sanpaolo, aimed at supporting production chains.



In order to support our supply chain, we signed a cooperation agreement in 2020.

- 32** Suppliers invited to the presentation event
- 22** Participants in the presentation event (69%)
- 11** Interested suppliers
- 4** Suppliers accepted in the program

The project is ongoing and is set to continue in 2022.

CONFIRMING PROGRAM

This is a **Supply Chain Finance** program for advancing payment of receivables due from a customer (buyer) through a web-based platform, **optimising cash flows** and facilitating access to credit for suppliers.

The program benefits both suppliers, who can request advanced payment of their invoices to the bank, and customers, who can profit from an additional **payment term extension**, besides the one agreed with suppliers.

SUSTAINABLE SUPPLY CHAIN



SUPPLIERS IN TOTAL

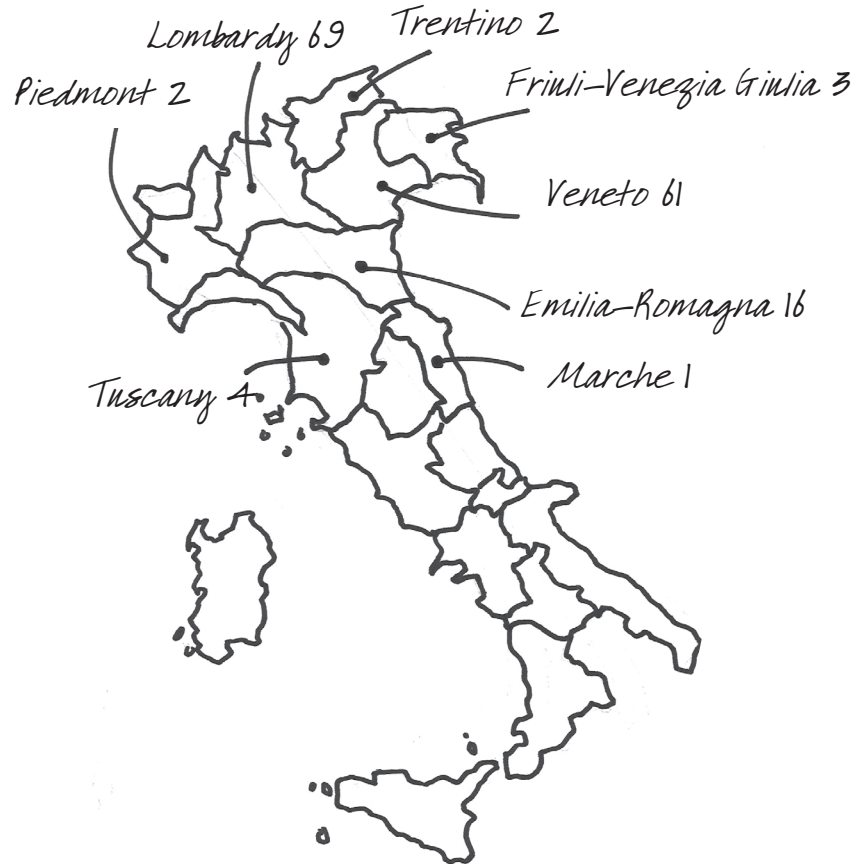
171

ITALY

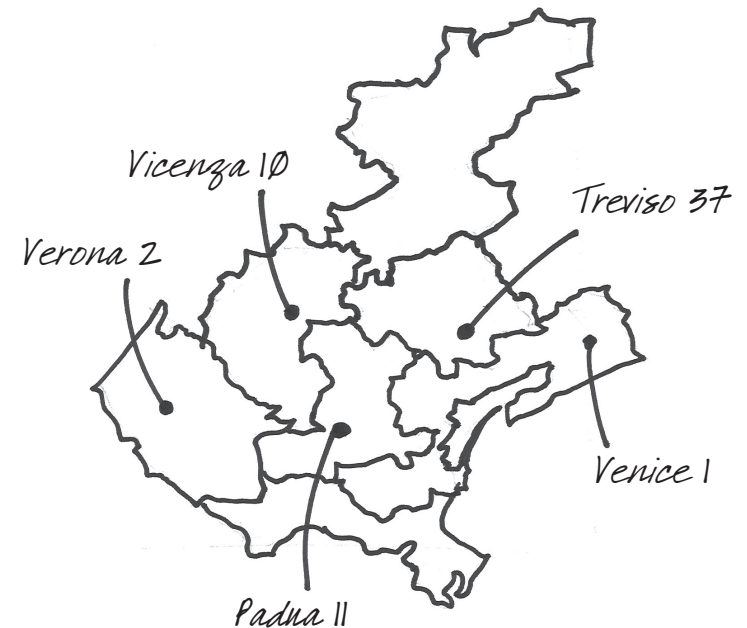
158

ABROAD

13



VENETO 61



Galdi continues to prioritise local suppliers, both to support the area we operate in, and also to receive supplies as quickly as possible to optimally serve our customers.

SAFETY CERTIFICATIONS



TRAINING AND PREVENTION ARE KEY TO ENSURE OCCUPATIONAL HEALTH AND SAFETY

Galdi has received certification under the **UNI ISO 45001:2018** standard, which specifies requirements for occupational health and safety management systems.

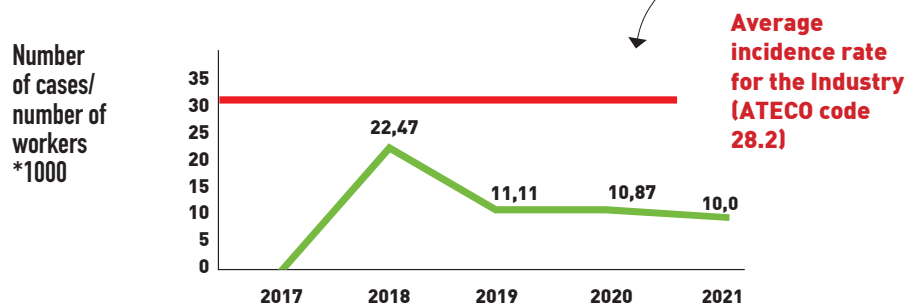
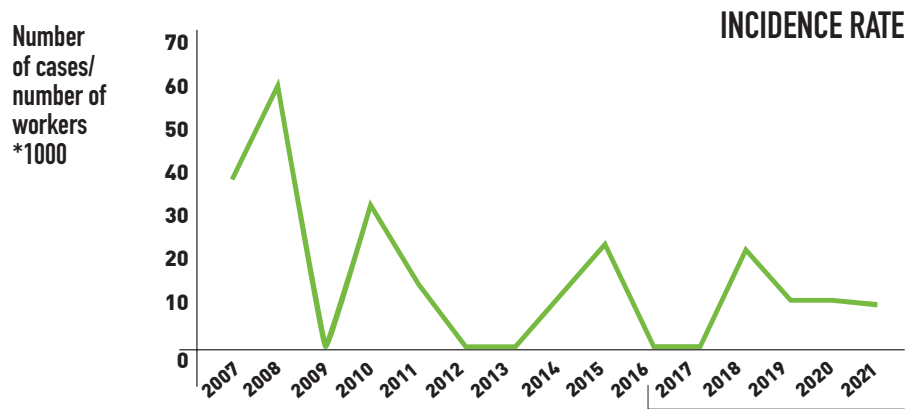


- SAFE AND HEALTHY WORKPLACES
- PREVENTION OF WORK-RELATED INJURIES
- PREVENTION OF OCCUPATIONAL DISEASES

Throughout 2021, Galdi held several events to raise awareness of workplace safety among production employees. We plan on holding similar meetings in the future too.

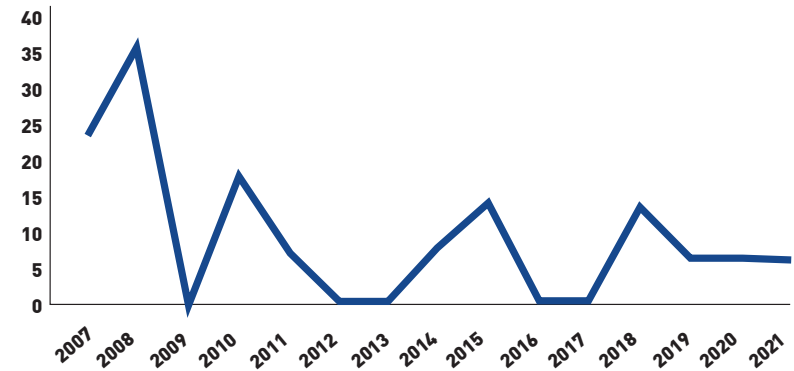


Again in 2021, our injury incidence rates were lower than the average for the sector (ATECO 28.2).



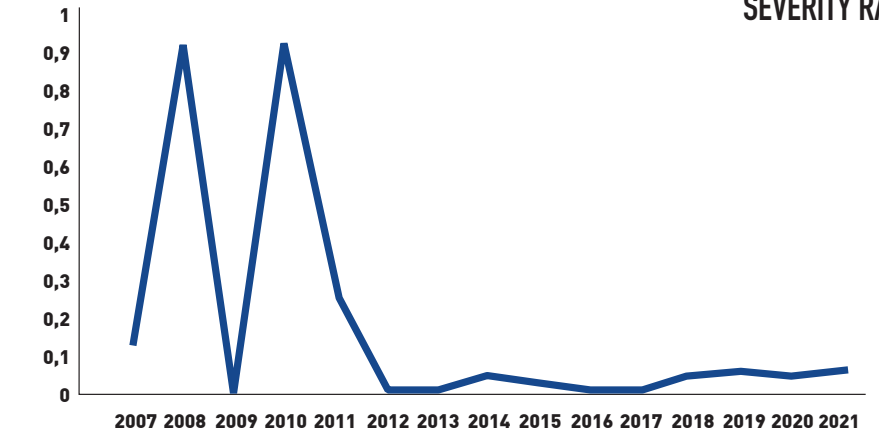
Number of cases/ hours worked *1000000

FREQUENCY RATE



Number of leave days/ hours worked *1000

SEVERITY RATE



OUR SUSTAINABLE PACKAGING



GREEN PACKAGING, FROM ORIGIN TO RECOVERY, THANKS TO CIRCULAR ECONOMY PROJECTS



GABLE TOP CARTONS



Made from 75% FSC-certified paper - a **renewable source** - from responsibly managed forests (FSC® and PEFC)

Resealable screw caps for optimal product protection

Optimal shape for transport and storage

100% recyclable

END OF LIFE RECOVERY

Recovered cellulose fibres are converted into home and personal hygiene paper products

Recycled polyethylene and aluminium residues are processed and used to make new products such as gadgets, household accessories and **street furniture**

CUSTOMS AUTHORISATIONS



AEO_c AUTHORISATION CERTIFIES THAT GALDI IS A RELIABLE EXPORTER

In 2021, Galdi was granted Authorised Economic Operator (AEO) status, after Italian Customs officials conducted the relevant audits to verify Galdi's fiscal compliance and financial solvency, also validating the knowledge, compliance with, and adoption of correct customs procedures.



BENEFITS



Simplified transit procedures within the EU

Easier tax compliance reporting

Better planning, faster shipments and fewer delays

Improved relationships with Customs

Customs transit priority thanks to verified customs and tax compliance

The commitment our company made in 2021 marks the beginning of a closer cooperation, based on **RELIABILITY AND TRANSPARENCY**, with Italian customs authorities.

The key requirements to obtain, and maintain, AEO_Customs status are indeed financial solvency, tax and customs compliance.

GALDI VILLAGE, A PLACE TO FILL



INNOVATION, WELL-BEING AND SUSTAINABILITY: THESE ARE THE PILLARS OF THE GALDI VILLAGE, A PLACE TO FILL



Galdi Village,
a place
to fill

Galdi Village, a place to fill is the new green building located next to Galdi's production plant. It was designed to be a **hub to promote the wellbeing of our employees** and of the community we operate in, to act as a **networking** platform for discussion and debate, and to host company and local events.

Official opening: March 2021



LEED® GOLD CERTIFICATION



The LEED® Gold certification is one of the most stringent sustainability standards for new buildings. The Galdi Village, a place to fill, was designed with the future in mind, shaped by employee well-being and sustainability.



Here are some of the sustainable choices we made:

CONSTRUCTION PHASE

Selected materials are **high in pre- and post-consumer** recycled content and low in VOC (volatile organic compounds)

Construction waste was disposed of by licensed waste disposal companies providing the percentage of recycled waste for each type of material

Construction site operational plans were based on **sustainable criteria** with attention paid to workers

OPERATIONAL PHASE

Light pollution reduction

Electricity: 100% renewable energy

Reduction and monitoring of electricity and water consumption

Solar and PV panels for renewable energy production



The initial in-depth analysis, including design choices and the selection of materials and systems, will now be followed by ongoing monitoring to make sure that the high standards achieved are maintained over time.



RETHINKING EMPLOYEE WELLBEING



Galdi Village, a place to fill features spaces for the **well-being of our employees**, including relax and networking areas, a new **Fitness Area**, as well as “Galdi Bistro”, a new **healthy** and sustainable catering concept.

The spaces are designed to be naturally lit, with large windows that offer a view of the garden and the surrounding landscape.



We believe that the high levels of **mental and physical well-being** enjoyed by Galdi employees are essential for a better quality of life and for a lively, dynamic and healthy work environment. The Fitness Area was designed with this idea in mind: a place to train the body and mind with rooms equipped for both individual workouts and group classes (e.g. Pilates).

GOALS FOR THE FUTURE

ENVIRONMENTAL SUSTAINABILITY

- Replacing lights in the production area and outdoor lighting fixtures with LED lights;
- Expanding the area for the production of clean electricity;
- Installing consumption meters for electricity, gas and water to monitor and optimize consumption.

COMMUNITY ENGAGEMENT AND EMPLOYEE WELL-BEING

- Participation in the “**Girls Code It Better**” project to create a new Club in the Treviso area, with the goal of encouraging more girls into STEM subjects;
- Additional activities to foster the well-being of our employees (**functional training, mindfulness class**);
- Renewed participation in the Sustainability Project by Assindustria VenetoCentro.



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