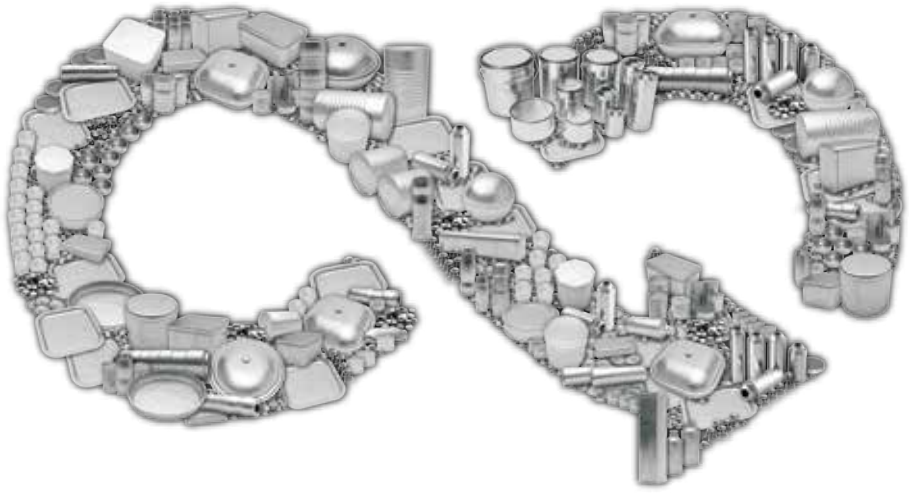
newbox

SUSTAINABILITY REPORT 2024



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2024 SUSTAINABILITY REPORT

Under the new EU 'Corporate Sustainability Reporting Directive' (CSRD), companies are required to report on those activities that generate environmental and social impacts. To ensure compliance with these requirements, the EU adopted the European Sustainability Reporting Standards (ESRS). This 'Sustainability Report' is prepared based on the ESRS issued by the European Financial Reporting Advisory Group (EFRAG). To provide stakeholders with a reference to understand the development of the topics covered, comparative data from the previous year (2023) are shown, where available.

The reporting scope of the Sustainability Report refers only to New Box S.p.A. with registered office in Via Industriale n. 11 - 36043 Camisano Vicentino (VI), hereinafter referred to as New Box and/or the Company. Therefore, the subsidiary Ferrari Meccanica S.p.A. is excluded.

The process of drafting the sustainability report involved all the managers of the different functions at New Box.

It should be noted that the Company prepared this 'Sustainability Report' voluntarily, it was approved by New Box's Board of Directors on 31/10/2025 and was not audited.

The 2024 Sustainability Report is published on the Company's website at https://www.new-box.com.

GENERAL PREPARATION CRITERIA

Reference frameworks and data selection

All data included in Sections E, S and G were deemed significant based on our double materiality assessment (DMA). Please refer to the following pages for the limits of our DMA scope and method. Reporting on greenhouse gases (scope 1-2 emissions) is based on the Greenhouse Gas Protocol.

Measurement basis

The data refer to the financial year (2024). The calculation factors used are explained throughout the report.

Consolidation

The report refers to New Box as an individual legal entity.

DOUBLE MATERIALITY ASSESSMENT

METHOD

We conducted this double materiality assessment in accordance with the Materiality Assessment Implementation Guidance on ESRS published by EFRAG in December 2023 and updated in 2024. In line with ESRS 1 'General Requirements', the materiality assessment was conducted considering both of its complementary elements:

Impact materiality:
reflecting the magnitude of the positive or negative effects, either real or potential, that New Box activities have on people and the environment, along the entire value chain.

Financial materiality:
which concerns sustainability risks and opportunities that may substantially influence the company's development, performance or financial position.

The assessment was designed as an iterative and integrated process, consistent with the principle of dual connectivity between sustainability and financial reporting.

The process followed the general principles of ESRS - completeness, transparency, comparability and verifiability - and was based on documentary evidence, internal data and stakeholder consultations. Compared to the previous New Box Sustainability Report drawn up in 2023, we have expanded the number and type of stakeholders involved, so as to improve the representativeness of all major categories relevant to New Box, in accordance with the multi-stakeholder approach required by the standards.

The method adopted reflects a proportionate and gradual application of ESRS, while respecting the principle of scalability. We are committed to periodically updating the assessment based on the final versions of the guidelines and future EFRAG regulatory updates.

The following sections detail the methodological process followed and the main results that emerged.

MATERIALITY ASSESSMENT PROCESS

Scope definition

As an initial step, we defined the assessment scope based on the value chain approach, as provided for by ESRS 1 and the relevant industry standards. To this end, we analysed internal and external documentation - including strategic plans, corporate policies, sustainability data and previous reports - and conducted interviews with management and board members to map the connection between strategic corporate issues and relevant ESG issues according to ESRS.

For most issues and where possible, we assessed impacts, risks and opportunities along the value chain, with a focus on key suppliers and customers. Although this reporting covers New Box's legal framework, the analysis included the assessment of impacts and risks arising from parties outside the company, in accordance with the principle of upstream and downstream materiality.

We acknowledge that this enlargement results in a partial mismatch with respect to the reporting framework, but we believe it is an essential element for a robust and strategically useful assessment of materiality. Including the value chain makes it possible to identify priority issues on which New Box can generate positive impacts, mitigate risks and seize opportunities for sustainable value creation.

This analysis therefore constitutes a fundamental stage in the evolution of the corporate sustainability governance model: from an approach implicitly oriented towards environmental and circular initiatives, towards a structured ESG strategic plan, integrated into decision-making and risk management processes.

At the end of this exploratory phase, we identified 34 ESG topics for materiality assessment, in line with ESRS topics and the environment, social and governance categories.

Stakeholder involvement

In accordance with the principles established in ESRS 1 and ESRS 2 - Disclosure Requirements IRO-1 and IRO-2, we mapped relevant stakeholders for New Box to ensure that the assessment of impacts, risks and opportunities reflected the perspectives of key stakeholders along the value chain.

Table 1 - Stakeholder Involvement

Stakeholder Group	Involvement mechanisms	Involvement frequency
Employees	Surveys, meetings, training	Daily
Customers	Surveys, conferences, meetings, phone calls, feedback on orders	Daily
Suppliers	Surveys, supplier checks	Monthly
Industry associations	Conferences, registration, meetings	Annually
Community	Volunteering, community events, individual interactions	Annually
Trade Unions	Labour management meetings, meetings	Monthly

We performed two main activities, with the specific aim of prioritising relevant ESG issues:

- individual interviews with employees based on a questionnaire with semi-open questions. The employees were selected randomly, to respect diversity in terms of gender, age, ethnicity, length of service and division.
- online survey of customers and suppliers, selected as representatives of different product types and company sizes along the supply chain.

At the end of this phase, we collected data on the perceived importance of the identified ESG issues.

Analysis of impact materiality and financial materiality

From the document review and stakeholder dialogue, we developed a preliminary list of relevant ESG issues (34 in total), mapped against the ESRS thematic structure (environment, social, governance).

For each theme, we identified:
- actual or potential impacts on people and the environment
- financial risks and opportunities arising from sustainability factors.

This approach is consistent with the ESRS 'impact-risk-opportunity assessment' logic, which allows the two elements of materiality to be considered in an integrated way.

Impact materiality assessment

The assessment of impact materiality was conducted considering:

- the severity of the impact (combination of scope, scale and irretrievability), and
- the likelihood of the impact occurring, in accordance with the criteria described in Appendix B of ESRS 1 and EFRAG Guide 2024.

The most significant impacts were determined through a priority matrix, which integrates internal evaluation with stakeholder feedback.

Financial materiality assessment

At the same time, we assessed the sustainability risks and opportunities that may substantially affect the company's development, performance or financial position.

The process included:
- a qualitative analysis of strategic, operational and reputational risks
- a quantitative examination of potential economic impacts when data were available.

This made it possible to identify the interdependencies between impacts and financial risks, reinforcing the connection between sustainability and corporate strategy, in line with the ESRS principle of connectivity of information.

RESULTS OF THE MATERIALITY ASSESSMENT

The results of the impact and financial materiality assessments were integrated into a double materiality matrix.

The issues that emerged as materially relevant were subsequently linked to the specific Disclosure Requirements (DR) of the ESRS, to define the scope and depth of the disclosure to be made in this sustainability report.

During the 2024 materiality analysis, there were no significant changes from the previous year, confirming the stability and consistency of the sustainability priorities identified by the company. Issues relating to occupational health and safety, human rights and people training and development remain highly relevant both for stakeholders and in terms of financial impact, in line with the importance recognised to people as a key resource for the creation of sustainable value. At the same time, environmental issues, while having a medium-high financial impact, are perceived as having a medium-low 'inside-out' impact, reflecting the effectiveness of management policies and controls aimed at ensuring efficient use of raw materials, reduction of waste and control of production processes. This result highlights a mature and integrated approach to sustainability management, consistent with the principles of the European Sustainability Reporting Standards (ESRS) and the double materiality perspective.

The entire process will be reviewed periodically, with annual updates in case of significant changes in the business environment, value chain or European legislation. This approach ensures the continuity and progressive evolution of New Box's ESG reporting, in line with the ESRS principles of continuous improvement and proportionality.

The result of the materiality assessment was reviewed and shared by management and the Board of Directors.

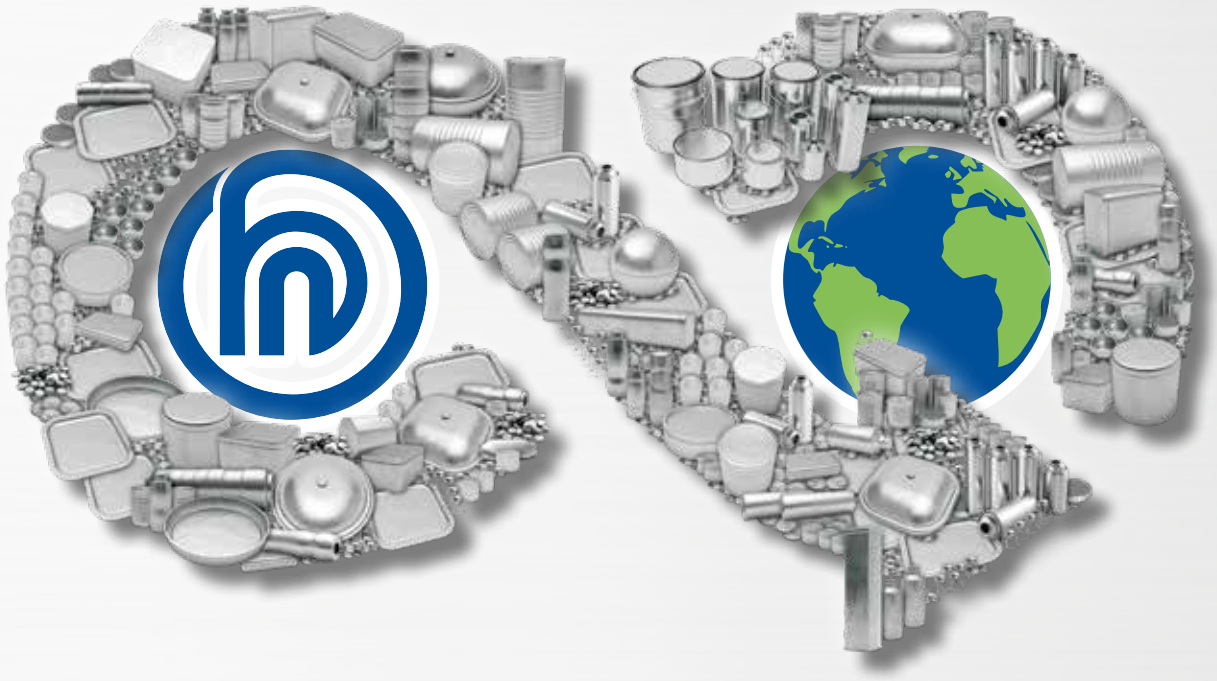


Figure 1 - Materiality matrix

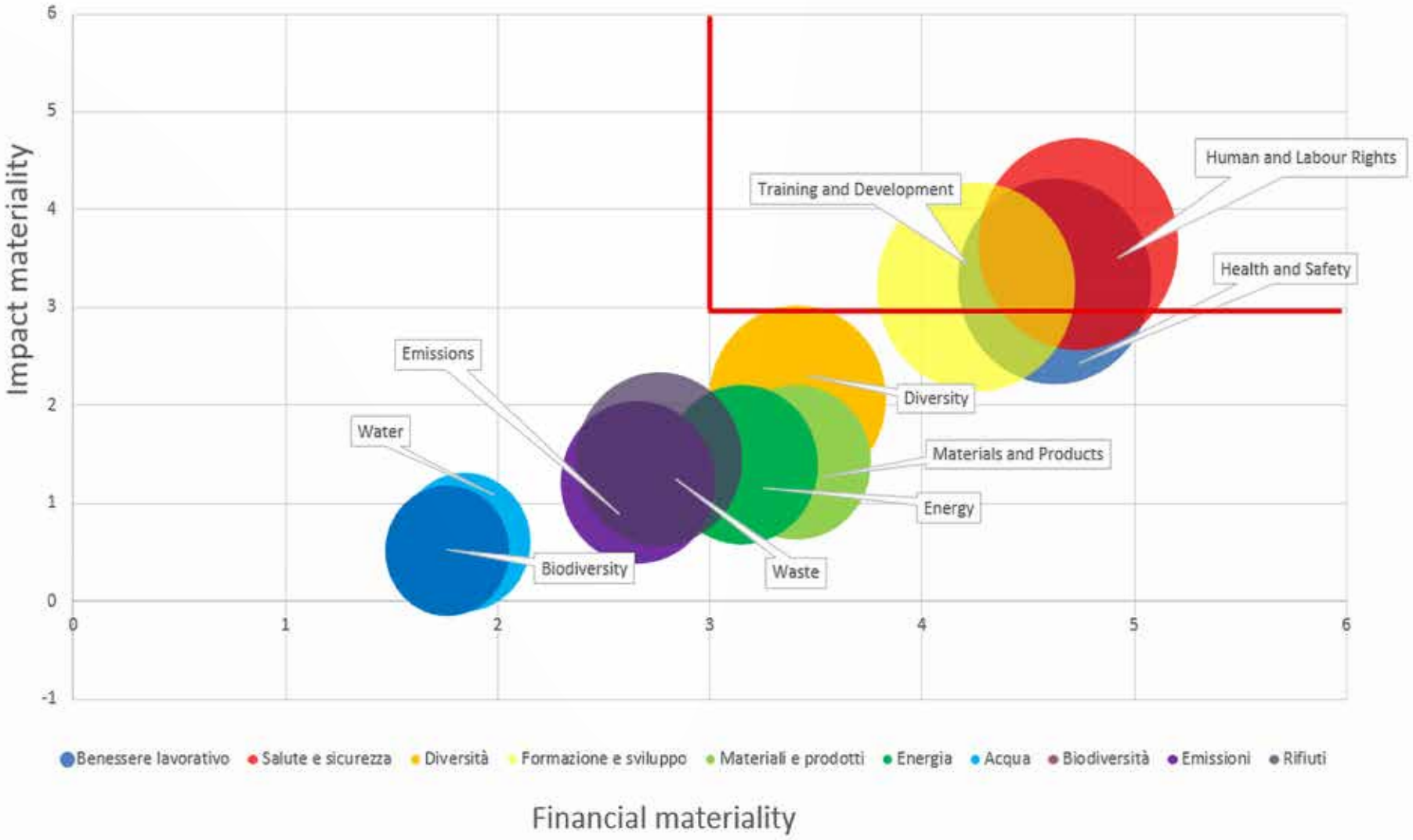


Table 2- Results of the materiality assessment

Relevant topics	ESRS	Significant impact or risk	Description
Health and Safety	*S1 - Own workforce*	*Positive impact*	*We guarantee employees a safe working environment with transparent and compliant conditions and benefits. We offer health care and facilities that exceed the legal requirements. We are committed to providing a level of health care, and related facilities, which exceeds regulatory requirements.*
Training and Development		*Positive impact*	*We offer opportunities for professional growth and continuous training programmes to enhance individual skills and foster individual development.*
Human and labour rights		*Positive impact*	*We have implemented management systems to identify, prevent and mitigate negative impacts on human rights, ensuring compliance with fundamental ethical principles.*
Human and labour rights	*S2 - Workers in the value chain*	*Risk*	*Some suppliers operate in countries with low human rights protection. We mitigate risk by diversifying partners and promoting compliance with the international human rights legislation along the value chain.*
Human and labour rights Materials and products	*S4 - Consumers and end-users*	*Positive impact*	*New Box metal containers, which are fully recyclable, generate a positive impact by contributing to sustainable supply chains and encouraging the reuse and recycling of materials.*
	E5 - Resource use and circular economy	*Negative impact*	*The extraction and processing of raw materials have negative environmental impacts. However, the full recyclability of New Box products contributes to reducing waste and promoting the circular economy.*
		Positive impact	*Our products are fully recyclable; therefore, we promote reuse and recycling through the levers of the circular economy. We are committed to promoting the use of recyclable products throughout the value chain. New Box products contribute to the global success of recyclable metal containers.*
	E1 - Climate change	*Negative impact*	*The use of steel and other natural resources leads to indirect climate impacts. The company is committed to reducing emissions along the value chain and favouring less carbon-intensive materials and processes.*

CORPORATE GOVERNANCE

ESRS G1 GOVERNANCE

Our organisational structure is traditional and includes a Board of Directors, which plays a central role in the corporate governance system, deciding on transactions that are significant in terms of strategic, economic or financial relevance. The Board of Directors is sensitive in its decisions to environmental and social issues and, assisted by professional third parties, monitors and manages impacts in the various areas of the company, committing itself to responsible and sustainable management.

Our approach and policies

We have established specific organisation and internal control systems for responsible management and are committed to conducting our business with loyalty, fairness, honesty, transparency and integrity.

Pursuant to Legislative Decree 231/2001, in 2020 we adopted the Organisation, Management and Control Model (hereinafter the 'Model'). The Model deals with corrupt acts, facilitating payments, sponsorships and donations, political contributions, entertainment and conflict of interest. The Supervisory Board oversees the application and updating of the Model in accordance with the provisions of Legislative Decree No. 231/2001.

In October 2024, we updated our Code of Ethics to maintain the highest level of integrity and provide all employees with guidance on how to behave at work. This Code sets out the social and moral principles, established by our company, which all collaborators, workers and associates are required to respect. It is the charter of fundamental rights and duties in which the ethical and social responsibilities of our society are defined and in which the values it recognises are identified. The Chairperson of the Board of Directors oversees the Code of Ethics. The Code of Ethics is an integral part of our business strategy and the agreements we conclude with our business partners. It applies to any supplier, joint venture partner or counterpart. Our suppliers and business partners are expected to adhere to our social, environmental and ethical expectations.

In accordance with Decree-Law 24/2023, we adopted a Whistleblowing Policy in December 2023. We have put in place a standard operating procedure that protects whistleblowers from retaliation and ensures that reports are subject to rigorous and objective checks. Our commitment to corporate integrity is concretely translated into a whistleblower hotline, available to both internal and external stakeholders. If informants remain anonymous, New Box cannot identify them.

Impacts

- A healthy corporate culture guiding the company towards shared goals.
- Protection of whistleblowers through anti-retaliation policies and procedures

Actions

- We make our Code of Ethics an integral part of all contracts with business partners and suppliers.
- We have made our anti-corruption stance public, emphasising our zero-tolerance policy towards corrupt acts and describing the processes we have in place to identify and manage corruption risks within our operations.
- We offer regular training to ensure that our employees are aware and to enable effective communication of our policies and measures. Furthermore, as part of the induction process, all employees are required to participate in an e-learning course on business conduct, in which various topics are covered that provide an overview of our policy on good business conduct, including anti-corruption and ethical guidelines.
- It is the right of our employees and collaborators to report serious offences, such as corrupt acts, fraud and other inappropriate or illegal behaviour, through our reporting system or management system. In 2024, no concrete cases of inappropriate or illegal behaviour were reported through our reporting system.

STRATEGY

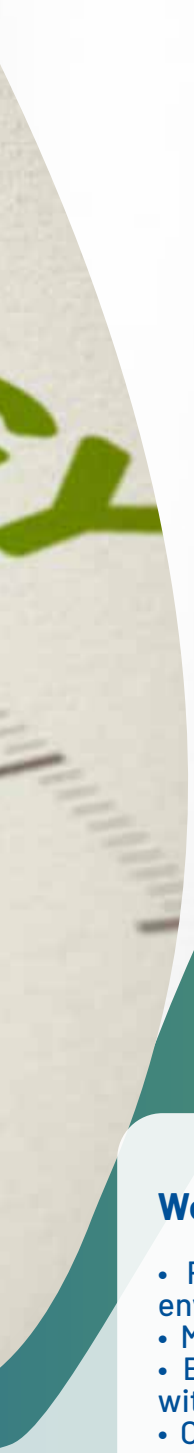
New Box's mission is to offer its customers high quality products and services, collaborating with its suppliers to develop and use increasingly sustainable and safe technologies. For our company, maintaining a good reputation built up over years of activity is the foundation of responsible and lasting relations with our stakeholders.

New Box works in the production and marketing of metal containers. We are a major European manufacturer of jars for edible oils, syrups, chemicals, fancy boxes for sweets, clothing, cosmetics, crown caps, cage stoppers and canning jars.

Our priority is to offer our customers worldwide products that are durable, efficient and dependable. In supplying our products, we ensure that our customers, employees, communities and shareholders also meet this requirement in a responsible manner.

The principles adopted in the areas of quality, food safety, environmental protection, energy efficiency and worker safety concern:

- The process approach, defining a sequence, interactions and criteria that ensure effective and efficient management.
- Compliance with applicable laws, recommendations and industry best practices.
- The development, communication and implementation of procedures to ensure worker safety, environmental protection, energy efficiency, food safety and the quality of the products supplied.
- The promotion of employee involvement and consultation in the processes of risk prevention, environmental protection, energy saving and health and safety protection with respect to all stakeholders.
- Meeting stakeholders' expectations of value creation.



We are committed to converting these principles into concrete actions:

- Promoting the application of 'integrated' Management Systems for quality, food safety, environment, energy and worker safety to continuously improve processes.
- Meeting the requirements specified by customers.
- Building a relationship of mutual trust with the customer, offering products and services with high added value and guaranteeing the reliability of supplies.
- Conducting continuous training and awareness-raising for management and all personnel on environmental, occupational health and safety, quality and food safety issues.
- Using qualified suppliers for quality, safety, environmental and energy aspects, raising awareness of environmental and occupational health and safety issues, with a view to continuous improvement.
- By meeting with authorities and communities and collaborating with institutions, ensuring the utmost fairness and transparency in reporting and providing complete, reliable and clear data.
- Optimising the resources used, adopting the best available techniques, promoting the use of renewable sources to reduce environmental impact and reduce pollution, with reference to the emission of gases harmful to health and the environment, and improving energy performance.
- Adopting analysis tools to prevent potential accidents.
- Protecting the health and safety of employees and third parties who access the facilities by maintaining a healthy environment and using low-risk products.
- Complying with applicable legislative requirements and other specific requirements, to which the company subscribes, on product quality and integrity, food safety, worker protection, environmental protection, resource conservation, and energy efficiency.
- Supporting the design and purchase of energy-efficient products and services to improve energy performance.

ENVIRONMENT

ESRS E1 CLIMATE CHANGE

Climate change policies

Over the past two years, climate change has increasingly become a key strategic issue for New Box, in relation to which we provide voluntary disclosure.

New Box has two main policies regarding climate change: energy efficiency and emission reduction. In this way, we actively contribute to the now necessary transition to a zero-emission economy.

We have already devised an energy efficiency plan that includes switching to renewable energy and optimising energy use. Energy efficiency covers both heat and energy consumption and savings from process optimisation at our plants.

New Box implemented a photovoltaic system to produce energy.

As far as the emission reduction plan is concerned, we are at an early stage. The organisation's carbon footprint study according to ISO 14064 has been carried out and will be validated by a third party between the end of 2025 and the beginning of 2026, so that an official baseline (on 2024) can be established from which to define new emission reduction targets. We recognise the need for a transition plan outlining our goals towards emission neutrality and are therefore devoting time and effort to its development.

New Box is certified according to ISO 14001. This certified environmental management system guarantees:

- Controlling and maintaining legislative compliance and monitoring environmental performance
- Reducing waste (consumption of water, energy resources, etc.)
- Support tool for investment decisions or technological change.
- Safeguarding corporate assets and transparency in acquisition/merger transactions (risk management)
- Ensuring a systematic and pre-established approach to environmental emergencies
- Better relations and communication with the authorities
- Implementation of established methods for the prevention of environmental crime

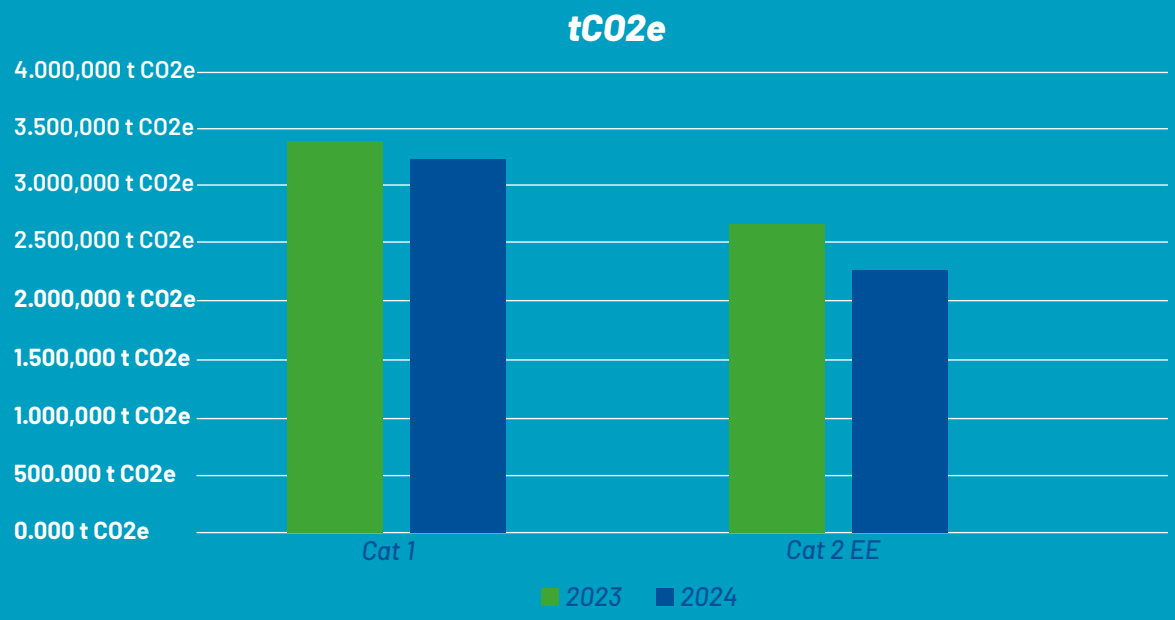
Greenhouse gas emissions

We keep track of our emissions and prepare a full disclosure of Category 1 and 2 (Scope 1 and 2) greenhouse gas emissions, shown in Table 3.
It should be noted that the change does not consider the fact that less up-to-date emission factors were used in 2023 than in 2024.

	2024			2023			Δ
Greenhouse gas emissions	Tonnes of CO2e	Incidence by category	Total incidence	Tonnes of CO2e	Incidence by category	Total incidence	
Scope 1. Emissioni dirette di gas a effetto serra	3.149,60		59%	3.340,09		55%	-5,70%
a.1) combustion of diesel vehicles - company vehicles	82,44	1,54%		93,89	2,81%		-12,20%
b) combustion of petrol-powered vehicles - company	1,71	0,03%		2,34	0,07%		-27,07%
c) Methane stationary combustion - heating and process boiler	3.013,93	56,28%		3.164,82	94,75%		-4,77%
d) Stationary palm oil combustion - cogeneration plant	NA	NA		0,8	0,02%		
d) Stationary rapeseed oil combustion - cogeneration plant	NA	NA		0.03	0,00%		
f) F-Gas fugitive emissions - R407-a	0	0,00%		78.23	2,34%		-100,00%
f) F-Gas fugitive emissions - R407-a	51,514	0,96%		0	0		
(g) fire-fighting systems fugitive emissions - CO2	0,004	0,00%		0,01	0,00%		-60,00%
Scope 2: Indirect greenhouse gas emissions from imported energy							
a) electricity - net - location-based	2.205,20		41%	2.750,83		45%	-19,84%

Table 3 - Greenhouse Gas Emissions - Scope 1 and 2

Chart 2 - Tonnes of CO2 equivalent for Scope 1 and 2



% Difference	Cat 1	Cat 2	Tot Cat 1+2
2023 vs 2024	-6,7%	-14,9%	-10,2%

Direct greenhouse gas emissions (Cat. 1)

The ISO 14064 standard is the basis for the Scope 1 emissions report, which includes all New Box's direct greenhouse gas emissions: carbon dioxide, methane, nitrous oxide and sulphur hexafluoride. Emissions are calculated as energy consumption multiplied by emission factors.
Scope 1 greenhouse gas emissions decreased in 2024 due to lower consumption of natural gas and diesel/petrol for company vehicles.
Scope 1 emissions in 2024 account for 1.72% of total emissions.

Indirect energy use emissions (Greenhouse gases, Scope 2)

The ISO 14064 standard is the basis for the Scope 2 emissions report, which includes indirect greenhouse gas emissions generated by the energy purchased and used by New Box. Scope 2 emissions are the product of purchased energy volumes and emission factors.
Scope 2 greenhouse gas emissions decreased by 14.9% in 2024. The main source of Scope 2 location-based emissions was the electricity purchased to replace the cogeneration plant.
Scope 2 emissions account for 1.21% of total emissions.
We calculate direct and indirect consumption based on supplier invoices and engage in the measurement and tracking of greenhouse gas emissions and work proactively towards their reduction.

Indirect emissions (Cat. 3, 4 and 5)

In 2025, the study of the organisation's Carbon Footprint according to ISO 14064 was completed by New Box on 2024 data. Therefore, 2024 becomes the new baseline for future reduction targets, and indirect emission data related to transport (cat 3), goods purchased by the company for their core business (cat 4) and end-of-life (cat 5) are also available for this year.

In detail, category 3 includes:

- Home-work commute of employees

- Business trips

- External visitors

- Core-business material transport

- Transport of waste to destination

- Transport of finished product to customers

- Upstream mobile combustion sources

The total emissions of these sub-categories amount to 10,170.45 tCO2e, or 5.57% of all total emissions.

On the other hand, category 4 comprises:

- Water withdrawal

- Waste products end-of-life.

- Capital goods

- Production of core-business material

- Production of packaging materials

- Upstream stationary combustion sources

- Network losses

The total emissions of these sub-categories amount to 164,986.634 t CO2e, i.e. 90.27% of all total emissions. Of these, 89% are emissions related to the production of sheet metal, the main material for New Box's production.

Finally, category 5 includes the end-of-life disposal of the finished product sold to customers.

The total emissions of these category amount to 2,245.387 t CO2e, i.e. 1.23% of all total emissions.

Intensity of greenhouse gas emissions

Table 4 shows the intensity of greenhouse gas emissions in relation to energy production, turnover, and EBITDA. The GHG emission intensity (Scope 1 and 2) is equal to the total Scope 1 and 2 emissions divided by energy production, revenue, and EBITDA, respectively.

Table 4 - Greenhouse gas emission intensity

Dato	2024	2023	2023 vs 2024
Intensity of greenhouse gas emissions (Scope 1 and 2)			
gCO2eq (1+2)/production kWh	0,00	9.725,15	NA
gCO2cq (1+2)/revenues	40,16	40,76	-2%
gCO2cq (1+2)/EBITDA	201,4	180,02	11%

The GHG emission intensity in relation to energy production is zero in 2024 as a result of a 100% decrease in energy production (denominator) in 2024. In fact, the previously used cogeneration plant was decommissioned at the end of 2023 and the photovoltaic plant started producing energy in 2025.

The GHG emission intensity in relation to revenues decreased by 2% in 2024 compared to 2023, with a decrease in 2024 revenues.

The GHG emission intensity in relation to EBITDA increased by 11% in 2024 compared to 2023 due to higher raw material procurement costs, which reduced the EBITDA margin achieved in 2024.

Goals

New Box aims to maximise energy savings by optimising the use of resources and using energy from renewable sources. New Box plans to maximise efficiency by:

• Expanding the 1 MW photovoltaic system

For energy savings, New Box plans to make the following additional investments in the three-year period 2026-2028:

• Build a gas cogeneration plant

In relation to reducing emissions, New Box aims to:

• Conduct third-party validation of the CFO by January 2026
• Define in detail a transition plan to reduce emissions by the end of 2026

Actions (2024-2025)

• A hot air recovery system from the V5 oven to the V6 oven was implemented
• A 600 KW photovoltaic system was installed
• New compressor and dryer were purchased with relatively centralised management
• Lighting was replaced with LED lamps
• 2 new can production lines with induction oven instead of gas oven were installed
• The V2 paint oven was replaced with a new, more efficient oven
• ISO 50001 certification was obtained
• Air leak search and repair
• The organisation's Carbon Footprint was calculated according to ISO 14064
• We will continue to turn to suppliers who integrate decarbonisation strategies into their operations.

Our significant impacts and risks

We are aware of the role we play in the context of climate change. We use energy from renewable sources and plan to extend their use.
In fact, our goal is to make increasing use of renewable energy sources.
As a production company, we inevitably generate residual emissions, such as emissions from the use of gases in industrial processes.

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

Resource use and circular economy policies

Through its activities, New Box actively contributes to the circular economy. New Box products are fully recyclable and support the reusability of metal along the value chain, providing packaging used in various sectors. Recycling of steel packaging has reached 85% in Europe. In fact, steel is the most recycled primary packaging material in Europe, meaning that more than 8 out of 10 steel items placed on the EU market this year were recycled into new products. All of this confirms that steel is a proven, tested, and sustainable packaging solution suitable for the 21st century circular economy.
New Box is committed to promoting sustainable packaging by eliminating plastic derived from fossil fuels from all consumer packaging. Metal is easily recyclable, which is in line with global aspirations of a circular economy, as it is environmentally friendly, durable, comfortable, has preservative capabilities and ensures brand elevation.
In order to convince people of the importance of recycling and the use of recyclable products, New Box participates in campaigns to explain to consumers the vital contribution they can make by recycling empty containers and thus keeping metal within its life cycle.
In order to promote waste management in our company, all activities have been included in our dedicated policy, whose objective is to maximise reuse and optimal recycling of waste.

Our actions cover the entire product life cycle: from production to use, reuse and waste management.

Incoming resource flows

New Box makes use of a large number of key raw materials, including tinplate. We optimise the use of resources in our production process by using energy from renewable sources wherever possible.

For the most part, our upstream carbon emissions come from the extraction and processing of materials for our operations. By incorporating circular principles within all our activities, we can reduce our carbon footprint by contributing to our emission neutrality goal while ensuring responsible waste management.

New Box negotiates with its raw material suppliers the possibility of reusing waste. For example, tinplate and copper production scraps are sold to suppliers who refurbish them, generating new raw material, resulting in truly endless circular reuse.

Output resource flows

The main output resources of New Box are products and waste.

Products
New Box's main output resources are its products. New Box produces containers that guarantee the preservation of the contents, whatever they may be (e.g. foodstuffs). Metal ensures the packaging inviolability, given its strength, solidity, and robustness, as well as security during transport, storage and use. New Box products can be entirely recycled countless times: they are renewable and perennial.

Waste
New Box produces waste and is committed to optimising recycling. New Box is constantly developing projects that enable waste to be transformed into by-products for other processing chains, reducing waste.

In 2024, a total of 7,196 tonnes of waste was generated, an increase of 1.58% compared to 2023 (7,084 tonnes).

Actions

To optimise the circular use of resources, New Box:

- designs the shapes and materials of metal containers in such a way as to minimise the use of raw materials
- organises production and logistics in such a way as to maximise loads and minimise travel and the consequent use of fuel
- activated the digital printing service to minimise the number of parts to be produced per batch, thereby optimising energy savings
- proposes and suggests sharing and co-buying solutions for logistics and raw materials
- adopts best waste management practices according to waste classification.

Goal

We aim to promote responsible supply chains for metals that play a key role in the transition to renewable energy.

Our Impacts and Risks

Most resources used in our supply chain are materials that are mined, processed and transported. Their extraction can have a negative impact on the environment.

New Box products have a positive downstream impact throughout the supply chain, as they are containers that allow for optimal recycling.

New Box helps maximise the circular use of resources because metal containers are:

- resistant and safe and protect the integrity of the contents from contamination by external agents
- reusable.

COMPANY

ESRS S1 OWN WORKFORCE

Human and labour rights

Our approach and policies

We believe that human rights are fundamental principles to protect the dignity of people as well as ensure freedom and respect in all our activities and relations with the societies and communities we work with.
Our commitment to human rights, including labour and anti-discrimination rights, is set out in our Human Rights Policy, which has been approved by the Board of Directors and is in line with the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles and the UN Global Compact.
This policy applies to our entire workforce and also affects most of our business partners, as we believe that they share our commitment to creating a fair, safe, respectful, collaborative and inclusive working environment, through the elimination of discrimination and the promotion of our staff's well-being.
We are careful to establish relations only with third parties that guarantee respect for children and adolescents, in line with the principles laid down in international conventions. We ensure that our business partners do not exploit child labour in the form of slavery or use similar practices, such as the sale or trafficking of children, forced or compulsory labour, debt bondage and slavery.
It is our priority to ensure that adequate management systems are in place to detect, prevent, mitigate and remedy any negative impacts on human rights. If potential negative impacts on human rights are identified, we are committed to providing effective and timely remedies. Furthermore, it is our goal to protect the working conditions of our employees through social security, which includes assistance in cases of illness, unemployment, occupational injury, parental leave and retirement.
We have established a global minimum standard for caregiver benefits, regardless of gender or marital status. In accordance with national laws and collective labour agreements, we offer various paid or unpaid family leaves, such as marriage and parental leave. In addition, we offer temporary life insurance in the event of death and a Long-Term Care (LTC) policy.
Pension benefits are part of our overall compensation package, and all New Box employees are enrolled in a pension plan.

Table 5 - People

Data	Unit	2024	2023	Δ
Number of employees				
Total employees (as of 31 December)	Number	328	316	3,80%
Average number of employees in the financial year	Number	322	309,5	4,04%
Turnover				
Total staff turnover rate	%	38,51%	53,31%	-27,76%p
Positive staff turnover rate	%	21,12%	28,76%	-26,57%
Negative staff turnover rate	%	17,39%	24,56%	-29,19%
Results of the employee satisfaction survey				
Well-being of employees in the workplace	Number	30	90	0
Employees' perceptions of health and safety in the workplace	%	94,33	93,33	0
Employees' perceptions of inclusion in the workplace	Number	30	90	0
Employee satisfaction with the training and development opportunities offered by the company	%	97,67	96,67	0
Employees who took family leave during the year	Number	26	21	23,81%
Men	Number	18	17	5,88%
Women	Number	8	4	100,00%

Accounting Policies

Turnover: the total employee turnover rate is equal the number of permanent employees entering or leaving during the year (i.e. the sum of incoming and outgoing employees) divided by the average number of permanent employees. The positive staff turnover rate is equal to the ratio between the number of permanent employees joining during the year and the average number of permanent employees. The negative staff turnover rate is equal to the ratio between the number of permanent employees leaving during the year and the average number of permanent employees.

Results of the employee satisfaction survey: just as in 2023, New Box conducted a comprehensive employee satisfaction survey in 2024. A new sample of 30 employees was selected to participate in the initiative. In the coming years, the survey will be submitted to all New Box employees on a rolling basis.

Comment on the data shown in the table

Table 5 describes our workforce. The number of employees at the end of 2024 is 3.80% higher than in 2023. All the company's production sites are in Italy; therefore, no employees work abroad. New Box's total employee turnover rate decreased by 27.76% in 2024 as a result of a decrease in both the number of employees who left the company during the year (56 compared to 76 in the previous year) and the number of employees who joined (68 compared to 85 in the previous year).

All employees benefit from social protection measures (national programmes and company-paid insurance) that cover the risk of loss of income when they are forced to leave their jobs for several reasons. In particular, they can enjoy:

- Italian social insurance for unemployment (NASPI), paid monthly by the company to unemployed workers
- parental leave or retirement benefits provided by the national welfare institute (INPS). In 2024, 26 employees took family leave, 5 more than in the previous year.

The results of the employee satisfaction survey revealed that most staff are happy to work at New Box, feel safe and well-integrated in the workplace and appreciate the training and development opportunities offered by the company. Almost all employees said they were extremely satisfied with their working conditions and grateful to the management for taking their interests and demands into consideration. Their rights are also protected by workers' representatives, who cover 16.46% of the total staff.

Our Impacts and Risks

New Box pays close attention to the impact, either actual or potential, that its management decisions may have on the workforce, especially if an existing business relationship is terminated. In such cases, it is New Box's practice to carefully evaluate different scenarios and find alternative business solutions to mitigate the consequences of its choices on employees. In addition, the company promotes inclusion and ensures equal treatment and opportunities for the entire workforce. The following data confirms its strong commitment:

- at the end of 2024, 17 people with disabilities (13 men and 4 women) worked for the company
- in 2024, as in previous years, there were no incidents of discrimination, including harassment, against employees on the basis of gender, race or ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination involving internal and/or external stakeholders, in the context of any of New Box's business activities.

Goals

- Prevent negative impacts such as conflicts and tensions within society caused by inequalities, sanctions due to the violation of human rights and loss of productivity due to insufficient motivation of the workforce

- Achieve positive impacts such as improved corporate reputation, reduced legal risks due to unethical practices, and improved operational efficiency through enhanced employee welfare.

Actions

- We monitor compliance with international human rights standards, constantly gathering information to ensure timely detection.
- We are in contact with our partners to ensure their continued compliance with international human rights standards.
- We regularly assess the impact of our activities, supply chain and projects on human rights, through employee interviews, review of documents and policies and involvement of experts. These assessments are the basis for developing and implementing mitigation action plans, the progress of which is constantly monitored.

Health and safety

Our approach and policies

In the workplace, we put the physical, social and mental health of everyone first and protect it. Personal health and well-being are fundamental elements of a balanced life, enabling everyone to unleash their potential. It is therefore essential for our operations to have a solid health and safety management system and to promote a culture that promotes health and safety for our personnel.

We have devised a health and safety policy that sets standards to protect and ensure the well-being and safety of our employees and operations. The policy, for which the Board of Directors is responsible, affects all our employees. We aim to integrate safety and health into all our decisions and actions and have implemented occupational accident prevention procedures to ensure the safety and well-being of our employees.

We are constantly striving to improve safety conditions within the working environment to reduce accidents and protect our workforce. We aim to develop a corporate culture that ensures a healthy working environment by continuously promoting responsible behaviour, training, preventive actions and regular checks.

We operate in accordance with ISO standards, including ISO 9001 (quality management system) and 45001 (occupational health and safety management system), to maintain a robust management system aligned with international best practices.

We have a number of support systems and offer our employees' healthcare cover. Responsibility for our well-being lies with the Human Resources Manager.

Table 6 - Safety

Data	Unit	2024	2023	Variation
Total recordable accidents	Number	5	12	-58,33%
Ongoing as of 31 December	Number	5	2	150,00%
Absences due to accidents	Days	45	295	-84,75%
Hours worked	Hours	570.375	538.599	5,90%
Accident incidence rate	Accidents per 100 employees	1,52	3,8	-59,88%
Recordable Accident Frequency Index	Accidents per million hours worked	8,77	22,28	-60,65%
Fatal accidents	Number	0	0	0%
Cases of permanent disability	Number	0	0	0%

Accounting Policies

employees and is calculated by dividing the total recordable accidents by the number of employees at the end of the financial year.
The recordable accident frequency ratio corresponds to the number of accidents that occurred during the year per million hours worked.
Permanent disability cases are accidents that cause irreversible damage with permanent disability, which will not improve.
Fatal accidents indicate the number of employees who lost their lives because of work-related accidents.

Comment on the data shown in the table

Table 6 shows the safety data in relation to our workforce. In accordance with legal requirements and/or recognised standards and guidelines, New Box's entire workforce (100%) is covered by the company's health and safety management system. The CONFIMI national collective agreement for metalworkers and the strict procedures of ISO 45001 apply within the company. Thanks to its policy, New Box has never recorded any fatal accidents or cases of permanent disability due to work-related injuries.
In 2024, the total number of recordable accidents decreased by 7 compared to 2023. Total absences due to accidents fell from 295 in 2023 (a figure which was strongly influenced by a workplace accident unrelated to the use of machinery) to 45 days in 2024.
These results led to a decrease in the accident incidence rate (-59.88%) and the accident frequency index (-60.65%).

Our Impacts and Risks

In 2024, New Box continued to assess and monitor risks by means of an appropriate Risk Assessment Document (DVR), which is regularly updated and complies with Legislative Decree 81/2008 (Consolidated Law on Safety). The company has promoted measures to continuously improve its integrated system and has put in place tools to enable employee participation and consultation on risk prevention, environmental protection, energy saving and health and safety protection. Where necessary, New Box resorts to actual disciplinary sanctions in cases of non-compliance with company regulations. It also provides the necessary training to its workforce.
Thanks to the national INAIL programmes, all employees are covered against the risk of loss of income due to illness. In addition, the company stipulated:

- a Long Term Care policy that covers all injured or ill employees with a monthly allowance of EUR 1,500 - regardless of whether the accident occurred at work or during leisure time - if they are incapable of performing at least 4 of the 6 basic activities of daily living (bathing and showering, managing personal hygiene, dressing, eating, continence management and moving around);
- an additional temporary life insurance in the event of death, which guarantees a payment of EUR 70,000 to the heirs in the event of the insured's death.
- a trade union agreement providing for an annual performance bonus to be paid to all employees hired on an open-ended, fixed-term, temporary and seasonal contracts with at least six-month length of service in the company. This bonus is aimed at improving the company's profitability and productivity and is related to the plant's production performance and to improving quality, efficiency and reducing the number of accidents.

Goals

- Actions aimed at prevention and mitigation, such as inspections, conversations on personal risk, emergency drills and safety training, aiming to prolong our strong health and safety trend.
- We are constantly looking for new approaches to help our employees live fulfilling lives, both inside and outside the workplace. To this end, we have encouraged employee benefits and improved meal facilities and workplace accessibility.

Actions

- Because we care about the health and safety of our staff, we have implemented internal procedures in addition to what is required by law.
- We constantly monitor performance with verification activities.
- We have expanded the plant, creating more space for truck lanes, for the safety of our workers.
- We ensure adequate training, offering compulsory and voluntary courses.

Diversity and Inclusion

Our approach and policies

Our code of ethics enshrines our condemnation of all prejudices and the recognition of equal opportunities for all employees, based on their professional qualifications and abilities. Any breach of the code of ethics will be severely punished. Responsibility for the code of ethics lies with the Board of Directors.

We are committed to equal opportunities regardless of ethnic origin, race, religion, age, gender, disability, sexual orientation, belief and social status. Therefore, we select, hire, remunerate and manage human resources based on criteria of merit and competence, we respect the collective labour agreement in force, and adopt a reward system based on objective and reasonable criteria.

Our approach describes commitments to initiatives for people from vulnerable groups, such as inclusive recruitment and promotion, coaching, mentoring and sponsorship. We collaborated with the Cooperativa Sociale All'Opera Impresa Sociale of Padua, which aims to support individuals in disadvantaged situations in their social and occupational integration and achievement of autonomy. The people involved in the project are mainly people detained in prison, with alternative sentences, with disabilities or followed by social services. During 2024 we employed 10 people, 6 of whom came from the Due Palazzi Prison in Padua, 1 person in foster care, 1 person registered in the disabled persons list pursuant to art. 8 Law 68/99 and 2 people without disabilities for a total of 1,376.50 hours.

Table 7 - Gender Diversity and Wage Gap

Data	Unit	2024	2023	Variation
Board of Directors	Number	5	5	0%
Least represented gender (female)	%	20	20	0%
Management team	Number	3	3	0%
Least represented gender (female)	%	33	33	0%
Division managers	Number	7	8	-12,50%
Least represented gender (female)	%	0	0	0%
Team managers	Number	30	29	3,45%
Least represented gender (female)	%	6,67	3,45	3,22%p
All employees	Number	328	316	3,80%
Least represented gender (female)	%	20,43	20,25	0,17%

Accounting Policies

The Board of Directors consists of members elected at the ordinary shareholders' meeting.
The management team consists of employees who are responsible for strategic decisions.
Division managers are entrusted with the management of a division of the company.
Team managers are all persons who bear direct responsibility for personnel.
The figures for all employees refer to the end of the financial year.

Comment on the data shown in the table

Table 7 shows the gender diversity within the management and governance of New Box.

The Board of directors and the management team are mostly made up of men. The prevalence of men is even more pronounced among division managers and team managers. In 2024, the proportion between the two genders in the top levels of society remained the same as in 2023.
The gender distribution of the entire workforce roughly mirrors the composition of the management bodies: in 2024, women accounted for 20.43% of the total workforce, a percentage that remained virtually unchanged from 2023 (+0.89 percentage points). In 2024, the company hired 6 women (20 in 2023) and 62 men (65 in 2023), while 10 women (9 in 2023) and 43 men (67 in 2022) left the company. In general, the company hires more men than women for certain tasks, who are better suited to the assigned tasks due to their physical characteristics.

Differences in pay and bonuses between men and women are strongly influenced by:

- objective factors such as the type of tasks assigned
- differences in gender representation at the various company levels, with the proportion of women in top positions tending not to grow to the same level as in the rest of the company.

In any case, by applying the CONFIMI CCNL for metalworkers to all its employees, the company guarantees them a minimum wage that allows for decent living and working conditions.

Table 8 - Age of own workforce

Data	Unit	2024	2023	Variation
Board of Directors				
Members under 30 years of age	Number	0	0	0%
Members between 30 and 50 years of age	Number	2	2	0%
Members over 50 years of age	Number	3	3	0%
Management team				
Members under 30 years of age	Number	0	0	0%
Members between 30 and 50 years of age	Number	2	2	0%
Members over 50 years of age	Number	1	1	0%
All employees				
Employees under 30 years of age	Number	47	44	6,82%
Employees between 30 and 50 years of age	Number	173	187	-7,49%
Employees over 50 years of age	Number	108	85	27,06%

Comment on the data shown in the table

Table 8 shows information on the age of the workforce.

The Board of Directors comprises two members aged between 30 and 50 and three members aged over 50. The composition remained unchanged from last year.
The Management team comprises two members between 30 and 50 years of age. Its composition remained unchanged from last year.
In 2024, 52.74% of employees were aged between 30 and 50. This age group decreased by 7.49% compared to 2023, to the advantage of the youngest age group of the workforce (consisting of employees under 30), which increased by 6.82%. The average age of incoming employees (36 years in both 2024 and 2023) is almost the same as that of outgoing employees (37 years in both 2024 and 2023).

Table 9 - Types of employment contract

Data	Unit	2024	2023	Variation
Employees by role within the company				
Managers	Number	2	2	0%
Middle managers	Number	4	4	0%
Office employees	Number	45	43	4,65%
Manual workers	Number	277	267	3,75%
Part-time employees	%	3,35%	3,16%	0,19%
Fixed-term employees	%	10,67%	12,34%	-1,67%
Temporary employees	%	5,49%	0,63%	4,86%

Accounting Policies

The number of employees is calculated at the end of the financial year.
Managers are responsible for significant autonomous branches of the company and perform their duties in an apex position with broad powers and autonomy.
Middle managers play a significant role in the development and implementation of corporate objectives.
Office employees are workers with organisational or technical-administrative tasks.
Manual workers work in production divisions and perform operational tasks.
Temporary workers are hired through a temporary agency. As of 31 December 2024, the number of temporary workers is 18.

Comment on the data shown in the table

Table 9 shows the different types of employment contract.
Based on their role in the company, the workforce can be divided into four categories (managers, middle managers, office employees and manual workers). In 2024, the proportions of these groups remained essentially unchanged compared to 2023: the company recorded increases in the number of office employees (+4.65%) and manual workers (+3.75%), while the number of managers and middle managers remained unchanged. In 2024, New Box hired 11 office employees (2 in 2023) and 57 manual workers (87 in 2023), while 9 office employees (zero in 2023) and 47 manual workers (76 in 2023) left the company.
During the year, there was also an increase in the number of part-time employees (+10%) and a decrease in employees with fixed-term contracts (-10.26%), who represent a minority component of the total workforce.
New Box uses the intermediary services of temporary employment agencies, and hired 4 full-time temporary employees in 2024, 3 of whom were still employed by the company at the end of the financial year. This type of employment is useful to cope with seasonal productivity peaks. It is also in line with a new recruitment strategy that has been permanently adopted for its effectiveness in transferring all the burdens associated with the recruitment process to temporary employment agencies. Talking about contractual conditions, the company applied the same national collective labour agreement for metalworkers to its temporary employees. New Box also makes use of the services provided by workers sent by cooperatives to cover specific and temporary production needs, especially to conduct activities such as end-of-line boxing and manual loading of containers.

Table 10 - Management Team and Board of Directors

Data	Unit	2024	2023	Variation
Board of Directors				
Members	Number	5	5	0%
Average length of service	Years	19,41	18,40	5,51%
Independent members of the Board	%	0	0	0%
Board meetings	Number	6	10	-40%
Participation in Board meetings	%	100%	100%	0%
Board remuneration	Thousands (Euros)	230	230	0%
Management team				
Members	Number	3	3	0%
Average length of service	Years	21,20	20,33	4,28%
Incentives directly attributable to ESG objectives	%	0	0	0%

Accounting Policies

The Board of Directors consists of members elected at the ordinary shareholders' meeting.
The management team consists of employees who are responsible for strategic decisions.
The average length of service corresponds to the average number of years that members of the Board of Directors/Management team have been members of the respective corporate body.
Independent members of the Board: for their appointment, we follow the Corporate Governance Recommendations.

Comment on the data shown in the table

Table 10 shows the management team and the Board of Directors.

The company is a family business, whose owners and managers are family members.

All board members have worked for the company for at least a decade; thus, the average length of service of the Board is particularly high (18.40 years in 2023, 19.41 years in 2024). Board members are increasingly aware that environmental, social and governance factors directly influence the company's reputation and long-term profitability. Therefore, the stability of the membership allows for the consistent pursuit of the objectives set by the Board of Directors to mitigate the environmental and social effects of the company's activities.
Each of them regularly attends the Board meetings scheduled during the financial year (6 in 2024, 10 in 2023) and the total remuneration of the body remained unchanged in 2024. All members of the management team are also members of the Board and the owner family. During the year, the composition of the Board and the management team remained unchanged.

Our Impacts and Risks

Thanks to the correspondence between ownership and management, there is no need for incentives to align the management objectives with those of the owners. The family members are extremely attentive to ESG issues, and this commitment underpins the company's strategy. Therefore, no incentives were paid related to ESG objectives.

Actions

• Employees participate in the decision-making process of major projects that could have a significant impact on them. In the context of a project, the involvement usually concerns senior management and, where necessary, the entire production department. For the planning of normal production activities, the operational staff is involved on a constant and regular basis, generally on a weekly basis, with some exceptions.
• When a new production line was installed, workers' suggestions were considered, and specific training courses were held to enhance skills and prevent risks.
• Access to the administrative office has been expanded to promote inclusion, thanks to a ground floor entrance and a lift.
• Meetings involving employees are held during normal working hours so that all participants can take part and express themselves freely.
• All employees are free to express their opinions using a communication channel that, while guaranteeing the right to confidentiality, allows them to communicate their concerns or needs.
• We promote a constructive dialogue with the trade unions who actively voice the concerns and needs of employees through their representatives.
• Together with the employee representatives, we promote an industrial relation system that, within the framework of the autonomy of entrepreneurial choices, pursues the participation of workers in the achievement of company objectives, by enhancing their contribution of knowledge and raising their level of responsibility, also in view of the improvement of the competitive position of the company on the one hand and of general working conditions on the other.
• We signed a trade union agreement under which an annual performance bonus is to be paid to employees, which also provides that, upon reaching certain 'absence' targets, this bonus will be prorated at the individual level according to the number of sickness events of each eligible employee. In addition, under certain conditions for the application of tax relief, an employee may voluntarily, in substitution of all or part of the performance bonus in cash and with an additional 10%, opt for the use of benefits, works and services with a social purpose ('Welfare Services'), provided for in Article 51 TUIR.
• We have established an internal communication channel pursuant to Legislative Decree 24/2023 on the regulation of reporting. This tool aims to guarantee an anonymous communication method for all those (not only employees but also customers, suppliers, institutions, etc.) who are aware of wrongdoing or unethical acts occurring within the organisation. The goal of this channel is to improve transparency towards employees and stakeholders, establishing relationships based on trust and, therefore, that last long.
• We have adopted a privacy and data security policy, complying with the data protection measures introduced by the GDPR (General Data Protection Regulation) on privacy.
• As part of our training programme, we include specific modules on our complaints and grievance handling policy.
• The company constantly monitors the number of employees for each department and role to determine the minimum number of workers that guarantees the normal functioning of internal production.
• It is New Box's top priority to be able to attract and retain workers. To this end, the Board of Directors, in order to support its workforce and their families, allocated for the year 2024 additional amounts, compared to what is provided for by the CCNL and other existing union agreements, to be spent on welfare services available on the platform. For families, an additional amount has been provided for each child under the age of eighteen who is a tax dependent and resident in Italy.

Goals

• We are working on opening additional facilities that will increase the attractiveness of New Box for potential future applicants.
• The company will monitor trends in absenteeism by analysing the data recorded and collected.
• Negotiations with the social partners include setting targets on energy savings, safety and production quality.

Training and skills

Our approach and policies

Our people are the key to our success. We firmly believe that understanding one's role within the company and being aware of future opportunities that may arise are necessary elements for employees to succeed, work effectively and grow.
We are improving and enhancing the skills, competencies and know-how of our workforce. Responsibility for this policy lies with the Human Resources Manager.
Proper corporate development is achieved by enhancing the role of all employees within the organisation. This is precisely why we believe that training is a fundamental lever for the professional development of every employee.

Table 11 - Training

Data	Unit	2024	2023	Variation
Training hours	Hours	2.373	1.714	38,45%
Mandatory	Hours	1.138	1.164	-2,23%
Provided by the company on a voluntary basis	Hours	1.235	550	124,55%

Comment on the data shown in the table

Table 11 shows our training initiatives.

In 2024, New Box provided both compulsory and voluntary courses, with the latter increasing significantly compared to 2023 (+124.55%). This confirms that continuous employee training is still a key value driver in New Box's strategy, which aims to prevent accidents at work, encourage a problem-solving approach and safeguard company know-how through the transfer of skills and competencies.

Actions

- Every year we offer voluntary English, fire prevention and first aid courses to all employees so that they can expand their skills. Our goal is to facilitate skills enhancement and ensure equitable access to professional development opportunities.
- We monitor course planning by means of internal questionnaires distributed among staff and process course progression data on internal databases.
- Given the difficulty of finding qualified personnel, we consider our employees to be an important corporate asset to be protected. We create opportunities for those employees who can take advantage of them and pass them on to the next generation, through support and training. In the value chain, this can also happen through acquisitions.

Our Impacts and Risks

Impacts

- A safe employment and workplace for our employees.
- Diversity and, therefore, inclusion and enhancement of individual contributions.
- Career advancement and personal development through diversified training programmes.
- Recruitment and promotion of women and underrepresented groups.
- Adequate management systems to detect, prevent, mitigate and remedy any negative impacts on human rights.
- Intergenerational knowledge transfer to safeguard know-how.
- An inclusive culture that enables the success of people with different abilities.

Risks

- Given the type of business conducted by the company, and the products and markets it serves, transition plans to reduce negative environmental impacts do not have any positive or negative impact on the workforce.
- There is no significant risk of forced or compulsory labour within New Box.
- Significant impacts due to accidents (given the company's metalworking activity, cutting and/or crushing accidents) only affect employees employed on fixed-term or permanent contracts and temporary workers. The use of temporary workers began with a new policy on fixed-term and/or permanent employment.
- A major financial risk for the company is the shortage of skilled labour with adequate know-how.

ESRS S2 WORKERS IN THE VALUE CHAIN

Our approach and policies

The company considers itself as a partner for its customers, offering them assistance in product design and development. Building strong and lasting relationships with customers is a strategic lever that has enabled New Box to grow and gain a favourable position in its target market.
The company has a significant market presence and operates according to a rigorous quality system that refers to globally recognised standards such as:

The company considers itself as a partner for its customers, offering them assistance in product design and development. Building strong and lasting relationships with customers is a strategic lever that has enabled New Box to grow and gain a favourable position in its target market.
The company has a significant market presence and operates according to a rigorous quality system that refers to globally recognised standards such as:
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO 22000 Food Safety Management System
- ISO 45001 Occupational Health and Safety Management System.

The company obtained ISO 50001 certification, a voluntary international standard that specifies the requirements for an Energy Management System (EMS), helping companies to establish, implement and improve energy performance. The aim is to improve energy efficiency, reduce operating costs and minimise environmental impact through a structured approach based on continuous improvement.
The company operates mainly in the fields of crown caps, General Line cans, food containers, fancy boxes and lithography.
New Box's main market is Italy, which accounts for around 51% of total turnover.
The company has always selected its supply chain, turning to suppliers who guarantee reliability and efficiency and who use environmentally and safety-compatible production technologies.
Growing sensitivity to the social and environmental aspects of the supply chain has led New Box to formulate criteria for the selection of suppliers, which are chosen and evaluated on the basis of transparency, fairness, sustainability, quality, cost and service, with the aim of creating relationships based on mutual trust.
New Box adopts Smeta (Sedex Members Ethical Trade Audit) certification, the largest platform in Europe that collects and analyses data on ethical supply chain behaviour.
New Box's main suppliers are selected from those with environmental and social (health and safety) certifications and then audited by third-party bodies. Some of the leading New Box suppliers are preparing ESG sustainability reports.
New Box ensures that all workers in the supply chain are treated fairly and ethically in accordance with its code of ethics. The standards to which New Box refers concern working conditions such as working hours, fair pay, health and safety at work, social dialogue, freedom of collective association, equal treatment and opportunities for all and other labour-related rights (child labour and forced labour).
Food products are subject to traceability requirements. Any disputes are immediately reported to the supplier and managed to find the most effective and efficient solution to fully satisfy the customer.

Our Impacts and Risks

Some suppliers are in countries with different health, safety and forced labour laws. For this reason, we do not have a complete overview, nor do we receive sufficient information on the subject from suppliers. The company tries to mitigate this risk by diversifying its suppliers, purchasing these raw materials from European steel mills and preparing sustainability reports.
Our approach to workers in the value chain regarding our significant impacts is described in the section on our workforce. This includes references to commitments made in our human rights policy, relevant to workers in the value chain, to specific activities we are conducting to manage actual and potential impacts, and to our general approach to negative impacts and remedies.

ESRS S4 CONSUMERS AND END-USERS

Our approach and policies

The policies adopted by New Box to manage major sustainability issues concern all end consumers and/or end users.
New Box's mission is to provide its customers with high quality products and services, collaborating with suppliers to develop and use increasingly efficient or sustainable and safe technologies.
New Box plays a leading role in the environmental sector. The company's metal containers are sustainable packaging because they are 100% recyclable. Metal packaging protects the environment throughout its life cycle, as it is environmentally friendly and sustainable.
Focusing on sustainability is proving to be the right strategy for the global success of brands. Sustainably marketed products grow 7.1 times faster than those marketed conventionally. Consumers are increasingly less tolerant of products with packaging that is not easily or completely recyclable. A 2021 survey of over 15,000 consumers conducted by the Boston Consulting Group found that
- 57% are highly likely to buy products with environmentally harmful packaging
- 44% refuse to buy products with environmentally harmful packaging
- 73% are willing to pay more for environmentally friendly packaging 20% are willing to pay more than 10% more.

Actions

- New Box wants to create a collaborative relationship with its customers and not only be a supplier.
- The website provides information on the channels available to customers, consumers and/or end users who wish to communicate with the company.

Our Impacts and Risks

Attract consumer attention to recyclable packaging.
New Box products consist of metal containers used for different types of contents (mainly food and chemicals) and are therefore an integral part of many supply chains.
They generate a positive impact by enabling consumers and end-users of different types of products to recycle their containers.

SUSTAINABILITY REPORT 2024

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