

**SUSTAINABILITY
REPORT
2023**



**SUSTAINABILITY
REPORT
2023**



OBJECTIVE OF THE REPORT

Sharing the results achieved in the year 2023, not only in terms of financial performance, is for us a key principle of **corporate transparency and sustainability**.

It is clear that nowadays, the simple numerical summary of balance sheet data is no longer sufficient to guarantee a complete representation of the companies' **commitment and impact** on the territory.

This report is extremely important for IMG because it allows us to summarise and contextualise the activities carried out in the past year and enables us to identify our **goals for the future**; this without ever losing focus on the importance and concreteness of the values that have always distinguished us.

IMG has always identified itself as an organisation with a special **dedication to inclusion, meritocracy and the daily well-being** of its resources.

We feel it is right and proper to communicate to all our stakeholders the ongoing commitment in creating shared, ethical and sustainable corporate value.

Together with the Trade Associations we are part of, we believe in the market value generated by **ethical behaviour**, and therefore we cannot but emphasise our determination to grow our company in communion with our **corporate sustainability**, recognising it as a **strategic** approach within a highly competitive and highly innovative market.

TO WHOM IT IS ADDRESSED

The list of our **stakeholders** is highly diversified, but in spite of this, it is significant for us to share and spread this report with all of them.

We strongly support an open dialogue, which can guarantee us constant improvement in proactive communication and engagement. We dedicate this report to those who, in different ways, contribute to our development and play an active role in this change of paradigm in the industrial market.



PRINCIPLES AND ETHICS

In 2023 we adopted the **Organisation, Management and Control Model in accordance with Legislative Decree 231/2001**. We do not have a regulatory obligation to comply, but we find it essential to undertake processes of significant improvement based on the **sharing of ethical principles**.

It is clear that our choices are not only taken following legislative dictates, but also following the beliefs and desires we have.

The adoption by our Board of Directors of this specific model has improved the processes and the quality of information flows, guaranteeing greater control in the procedures and in the activities, we carry out on a daily basis.

Moreover, we chose to draw up and share our **Code of Ethics** in order to formalise our commitment to create a solid company founded on ethical principles.

As further proof of our inclusiveness, all employees have been involved and informed about the decisions taken by the Board of Directors. This is because we believe in our employees, in **sharing our corporate vision** and in the **active engagement** of everyone who participates in creating IMG and making it what it is today.

Lastly, following the regulatory amendment of the institution of **whistleblowing**, which took place through the publication in the Official Gazette of Legislative Decree No. 24, implementing Directive (EU) 2019/1937, we promptly opted for the introduction of a **dedicated system for reporting**, designed to protect whistleblowers from possible risks of retaliation, and we therefore entrusted the task to external, impartial consultancy firms.

CORPORATE SOCIAL RESPONSIBILITY

IM-PRESSED ART The watchwords of 2023: Art and Culture!

The first exhibition in **April 2023** was the launch of the project '**ImPressed Art: the beauty of working!**'

We passionately embrace the beauty of art, that can be everywhere, even in the workspace. Indeed, the exhibitions IMG organised have proven that **art and machinery** can coexist and blend together. The works of art located not only in dedicated spaces, but also and especially in manufacturing departments, were freely visited by anyone wishing to enter the company.

The first monumental works displayed in IMG were those of **Stefano Bombardieri**, an internationally renowned artist from **Brescia** who has participated several times in the **Venice Biennale** and who boasts multiple exhibitions in important Italian and foreign art galleries.

This first exhibition hosted seven of his most majestic works in IMG and one in the City Hall of Capriano del Colle, confirming the importance we give to the **collaboration between company and host territory**. Bombardieri's works allowed us to benefit from the art and the wellbeing generated by it on a daily basis, perfectly combining the idea of sustainability in the ecological sphere, and above all through the **social welfare** experienced by our employees and the entire community.

Some of Stefano Bombardieri's works displayed in our factory.



During summer 2023, within the framework of our project '**ImPressed Art: the beauty of working!**', we then decided to host the red trunk of the exhibition '**IO TI ASCOLTO**' ("I listen to you"), containing the poetic compositions of young students from our province created from reading the book written by the mother of **Monia Del Pero**, murdered at the age of nineteen by her boyfriend, as manifestos against violence against women.

This allowed us to draw attention to a social problem, that unfortunately is very current, **raising awareness** in the area in which we operate.

Being a company for us also means **stimulating reflection on topical issues**, offering **opportunities** for professional and personal **growth**, and **inspiring the right energy** to improve oneself and, consequently, the society. Indeed, after hosting the beauty of Bombardieri's works and raising awareness against gender violence, we also decided to welcome a **personal exhibition of the artist from Bergamo, Dario Tironi**, linked to **environmental issues**.



The works of Tironi, made entirely from scraps of any kind strategically selected by the artist, aim to promote a reflection on the unhealthy cycle of renewal and consumption of goods typical of contemporary society. We have shared the artist's perception of 'waste' and his desire to recreate a contact with the authenticity of materials within today's consumerist society.

In occasion of 'Bergamo-Brescia Italian Culture Capitals 2023'. We also decided to participate in the photography masterclass 'The Intelligent Factory', supervised by the famous Luca Campigotto, internationally renowned Venetian photographer, in which technological and innovative companies in the Industry 4.0 field were portrayed, including IMG and its injection machines.

Then one of the master's photos was included in the book 'Bergamo-Brescia Enterprise Culture - Photographic Innovation Stories' and exhibited at MUSIL in Rodengo Saiano (BS).

The need to create a link between our industrial reality and today's society in which we live resulted in our participation in the project: 'PROSPECTS: enterprise and corporate a bridge for a shared future', an exhibition held at MO.CA. at Palazzo Martinengo in Brescia, in which the audio recordings and sounds of our company were used as a sensory tool to dive into the 'enterprise environment'.

2023 was therefore for us a year dominated by art, made freely accessible to the wider community we belong to.



XI EDITION OF THE
**CULTURE +
ENTERPRISE**
AWARD

We can proudly announce that our project **'ImPressed Art: the beauty of working!'** has been selected to take part in the XI Edition of the 'CULTURE + ENTERPRISE' Award.

The invitation to join this important national observatory makes us extremely honoured and we hope it can also be a good example for other industries.

ART AS A FORM OF
WELFARE

We cannot reveal in advance our ideas for the future, but we can certainly say that **we plan to continue making our company's spaces available to well-known and emerging artists**, so that they can inhabit and contaminate them with their art.

This initiative born on the wave of 'BS-BG capitals of culture 2023' will continue in the years to come; art as a form of welfare has always been part of us. The project is just the **natural evolution** of a path undertaken internally years ago; within our company, indeed, **we can permanently enjoy art spaces: for us, art is a constant.**





DIVERSITY & INCLUSION

We have always been extremely attentive to the needs of the schools in our province, and in 2023 we hosted 7 students thanks to the 'alternance school-work' project, doubling the number of participants of the previous year.

Regardless the department or office of placement, we ensure an **inclusive approach** towards male and female students of all backgrounds, including protected categories, giving opportunities for placement also to fragile or needy youngsters.

As a company that is active and focused on social inclusion, we cannot but proudly share our achievement of obtaining the BAQ and BITS labels, respectively for 'quality alternance' and for hosting students belonging to 'ITS ACADEMY'.

To ensure that schools became familiar with our reality, and in order to expand collaborations, we took part in the **Confindustria Brescia SME DAY**, welcoming students and teachers from 1st and 2nd grade secondary schools to the company.

It was a year strongly characterised by inclusion.

Among the various initiatives, we also actively took part in the implementation of the **'Prison Protocol'** in cooperation with the Verziano Prison (Brescia). This project consists in the placement of an inmate at the end of his sentence in a company through an internship, which in our case turned into a job.

We are very proud of this process undertaken together with the Prison Administration and Confindustria Brescia.

Once again, we were among the first companies to confirm our participation, and we hope that projects like this can contribute to the **growth of a more inclusive society**, in the future.

BAQ and BITS labels by Confindustria



The list of partner institutions has therefore been extended in comparison with 2022 and now includes

Istituto Salesiano Don Bosco di Brescia

Fondazione AIB con i rispettivi centri di formazione di Ome e di Castel Mella

IIS "C. Marzoli" di Palazzolo sull'Oglio

Università Cattolica di Brescia

Università degli Studi di Brescia

Centro di Formazione Professionale "Zanardelli"

Istituto di Istruzione Superiore "L. Einaudi"

Scuola Bottega Artigiani Impresa Sociale srl

Istituto Istruzione Superiore "Piero Sraffa"

Istituto Tecnico Superiore Lombardo per le Nuove Tecnologie Meccaniche e Meccatroniche



SEPTEMBER 2024
COMMUNITY HRM
HUMAN RESOURCES MANAGEMENT

In September 2024, we will host the **4th meeting of Confindustria Brescia HRM Community** entitled **'Diversity & Inclusion'**, thus enabling a mutual exchange of views with colleagues who deal with **human resources management** on a daily basis in **Brescia's industrial sector**.

SCHOOL-TO-WORK
TRAINING

There are many educational institutions that need **support from local companies** in order to be able to guarantee an **appropriate training offer** for the world of work.

Our firm belief is that young students should be supported: a proactive placement in companies is a profitable investment for the school and for the whole society.

Therefore, it is our duty to allow young people to **experience work first-hand**, to allow them **to live the realities of the company** and to make our industry attractive again, after years in which it was characterised by many preconceptions and backward ideals. Our company is young, hi-tech and dynamic and wants to **be a point of reference** and a bridge between schools and industries.



ENVIRONMENTAL RESPONSIBILITY

In April 2023, we achieved 'Environmental' Certification by meeting the requirements of the UNI EN ISO 14001:2015 standard.

Questo riconoscimento, fortemente voluto, testimonia una volta di più il nostro impegno verso una **maggiore responsabilità ambientale** e conferma la volontà di adottare **pratiche sostenibili in tutte le fasi di attività**.

Questa certificazione rappresenta solo il punto di partenza: abbiamo infatti investito anche nell'installazione di un **impianto fotovoltaico** messo in funzione a ottobre 2023, che consente l'autonomia totale dei reparti produttivi.

Alla base di questo progetto vi è innanzitutto la determinazione a **ridurre la dipendenza dalle fonti energetiche non rinnovabili e le emissioni di gas serra**, minimizzando l'impatto ambientale complessivo.

La transizione verso un **modello energetico più sostenibile** richiede impegno ed investimenti, ma è necessario per il futuro del nostro pianeta.

We will continue to look for new opportunities to decrease environmental impact and promote sustainability, in the hope of inspiring the surrounding community.



So far, April 2024, after 6 months of operation, we have avoided emitting into the atmosphere

16 tonnes of CO₂
equivalent to approximately
478 planted trees

The result is definitely positive, since the CO₂ value indicated can be compared to:



238.000

plastic bottles produced



3,5 times

the average annual emissions of a car



80 million

Google searches



GOAL: PHOTOVOLTAICS IN THE LONG TERM

The existing photovoltaic system covers an area of **800m²** and generates an **output of 150 kW/h**. We are now evaluating a possible extension of it.

REDUCING ENVIRONMENTAL IMPACT

We recognise the importance of a continuous challenge: in the near future we plan to obtain **Process Carbon Footprint certification (scope 3)**.

We want to gain more and more awareness of our environmental impact in order to be able to implement the necessary improvements **to be able to reduce our emissions**.

COLLABORATION WITH FOBAP ONLUS

We recently took part in a project aimed at **material recycling** together with '**Fobap Onlus - services for disability**': we donate waste materials so that the Foundation can use them in **creative projects** together with its members.

Thanks to this small contribution from our side, there will be multiple benefits, such as the recycling of material otherwise thrown away and discarded, and the possibility of **helping the artistic development** of more vulnerable people at 'zero' cost to the foundation.





HUMAN RESOURCES

Our company is characterised by a friendly environment in which listening and dialogue are necessary for mutual growth. We have always been attentive to the needs of our employees, to their private, educational and professional realisation. .

In 2023, we held several courses aimed at improving soft skills, amongst the main ones: 'Effective communication and relationships', 'Problem solving' and 'Time and resource optimisation'.

Furthermore, all our employees took part in training days on the moulding techniques of our machines. Indeed, we feel that constant involvement of all colleagues, regardless of their specific company function and role, is very stimulating in order to acquire a comprehensive knowledge of the sector in which we operate and the product we manufacture.

We encourage continuous learning and training at any level. A good example of this is the graduation of three colleagues during the past year.

A further important aspect we are especially proud of is the zero-accident rate in the workplace, which we maintain at 0%.

Health and safety in the workplace are paramount to us, so we ensure high standards in the maintenance of company facilities and infrastructure. This careful approach allows us to enjoy safe and clean working environments.

We are fully aware that in the future the pay lever will not be the only aspect that will make certain jobs more attractive than others, that is the reason why we are also very attentive to corporate welfare. We try to fulfil the family and personal needs of our employees, in a logic of total work/life balance, as well as providing company welfare bonuses and listening to the needs of all IMG staff.

In 2023, we also decided to sign an additional insurance policy to cover all employees in order to better protect them, both in case of work-related and extra-work-related accidents. The health of employees and prompt recovery in the event of illness are a priority.

IMGyoung: the numbers already shared in 2022 remain confirmed, the average age of our employees is under 40 and 30 per cent of the management is under 35. We are highly focused on the training and professional development of young people and hope to increase these percentages in the coming years.

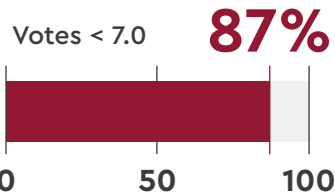
Average satisfaction rating

10.0



2018 Indicator: 7.7

Percentage of satisfied or very satisfied employees



3

graduated colleagues in 2023

0%

accident-rate

< 40

average age of employees

30%

of management UNDER 35

NEW WELFARE SERVICES



In addition to what we already signed up for in 2023, we have decided to give a message of further proximity to our staff: we plan to take out additional insurance policies, for the greater protection of family members.

This is a dutiful, heartfelt investment for us, made in full awareness and respect, for the benefit of our employees.

ACHIEVEMENT OF UNI EN ISO 45001:2023

In the modern corporate scenario, the Health and Safety of employees is a top priority. To this end, we have decided to undertake the process of adopting an international standard of excellence: UNI EN ISO 45001:2023.

We expect to obtain this certification in the coming months: this milestone represents tangible proof of our commitment towards a safe and healthy working environment for all our employees.

The standard provides a clear and structured framework for the implementation of a management system, which enables us to identify and manage risks efficiently and effectively, while promoting a culture oriented to the prevention of accidents and work-related diseases.

There will be several benefits from this project: it will allow us to reduce the risks of accidents and occupational illnesses, to promote a positive working climate and increase the involvement and satisfaction of our employees, but also to improve our corporate reputation.

AVIS B2Blood PROJECT

Lastly, we also believe in the importance of educating our employees on topics of general interest. In 2024, we will launch a project in cooperation with AVIS, 'B2Blood', in which all employees will be exposed to the sensitive topics and importance of blood donation.



PROCESS INNOVATION

At the end of 2022, we obtained the UNI EN ISO 9001:2015 quality certification, which was maintained and confirmed for the year 2023. We have adapted our work to established quality processes and understood the advantages of a 'quality-oriented' organisation process, both in the execution of activities and in the generation of the company's value.

We are not afraid of change: we are always on the lookout for new opportunities and improvements to our processes and products.

Last year, we started a reorganisation and overhaul process of the logistical flow of our warehouse: we optimised time and space, trying in every single thought, not only to make the best use of our resources, but also to simplify and speed up the work of people in charge of incoming and outgoing goods.

In addition to this, we developed an in-house WebApp linked to our ERP management systems. The digitisation of the flows required the commitment of everyone, but now we can boast a customised and constantly improving product. By combining the know-how of the technicians, the warehouse staff and the IT department, we have achieved a useful result in the daily operations as well as in the inventory records.

In order to achieve a functional and strategic change, we combined the digitisation of flows with the automation of a punctual accounting system.

In 2023, we carried out analyses in order to prepare a management control report, perfectly adapted to the company's needs and able to identify processes and product critical points promptly, thanks to the support of a consulting company that is part of 'BigFour'.



NEW INTERNAL DATA WAREHOUSE

After defining our cost accounting reporting needs, we started working on the creation of an internal data warehouse to support our data processing, which allows us in the near future to have up-to-date reports in real time.

This will ensure the best possible use of our resources and a greater focus on the development of technological, innovative and sustainable products.

INCREASINGLY SUSTAINABLE PRODUCTS

The high level of technology we have been implementing on our moulding machines over the years will ensure that we can offer increasingly sustainable products in the future. We understand the importance for our customers to be able to avoid machine downtimes, both to limit the waste of raw materials and to reduce the environmental impact resulting from them.

We are currently working on the implementation of systems to ensure preventive maintenance so that, in the near future, we can intervene promptly and in a less invasive manner.

TRANSITION 5.0

We place great emphasis on reducing consumption and monitoring the production cycle of end users. We are continuously working to ensure the implementation of specific technological tools, in line with the needs of a market in transition 5.0, in which we are active players supporting our customers.

INDUSTRIAL INNOVATION



PRODUCT INNOVATION

The path towards responsible supply chain management has continued in 2023: we are very careful about maintaining our supply chain, not only in terms of quality standards of the components, but also in terms of sustainability of the related choices. Our machines are made, as far as possible, with products from a zero-kilometre supply chain, with a focus on reducing emissions caused by transport and supporting the realities of our territory.

For some years now, our design has been oriented towards 'eco-design'; we are always looking for components that guarantee greater efficiency combined with reduced consumption. We design our presses considering the technical characteristics of all components, while trying to give proper attention to the sustainability of the materials used. To monitor these strategic technical decisions, we use tools that allow us to evaluate the cost-benefit of materials from an ecological perspective as well.

In 2023, we introduced 'IMG PRIME' - the monitoring software for our machines - in our business. The use of advanced software supported by WEB IoT technology helps us to ensure timely assistance for our customers. The aim is to use performance KPIs to assist the after-sales maintenance phase, thus providing proper function of the presses and constant analysis of the moulding production cycle.

We are currently working on a project in which the technological development of our products is centred on the integration of Artificial Intelligence tools that allow us to reduce response times when helping our customers, and that support operators in solving any critical operational issues caused by the ongoing functioning of our machines.

The continuous search for customised products and the need to respond to specific customer requirements has enabled us over the years to develop in-house computer programmes for managing the cycle of different types of moulding machines. In 2023, we received positive feedback regarding the registration of 4 software programs for processors, confirming our internal competence and adding value to our technical-electronic departments.

In order to provide the proper training also for the operators who use our presses, we created IMG SCHOOL in 2023. We held the first four training days for our customers in order to update the technical and innovative skills of their employees and raise the awareness of those who work directly with our products

AROUND THE WORLD

2023 was a year full of initiatives also on a commercial, national and international level.

The Italian market is very important for our company, and we took part in the last edition of PLAST as well, with a 120 m2 booth and the simultaneous display of three working presses: the fully electric horizontal model "REM," the Vertical "VCV," and a so-called swan-neck model, the "NEK."

Our booth, which also included an important area for the reception and refreshment of customers and visitors, also aroused great interest in the Minister of Environment and Energy Security Hon. Gilberto Pichetto Fratin and MIMIT Deputy Minister Valentino Valentini, who congratulated during their visit on the realization of the first all-electric model in the rubber sector, our REM.

The hard core of our customer base remains mostly Italian but, in the last two years, the company has embarked on a path of internationalisation in which IMG strongly believes.

Growth in international markets is an important step, and for this reason we have established business relationships to promote our products throughout Europe and beyond. Today we have agents representing us in Portugal, Spain, England and Ireland, Germany, Turkey, throughout Eastern Europe and in South Korea.

In May 23 we attended, together with our Spanish agency PROTECNIC 1967, the most important trade fair in the Iberian rubber industry, EQUIPLAST, which as always took place in Barcelona, where we exhibited our latest model of vertical injection moulding machine, our Vertical 'VCV'.

Cooperation and continuous interaction with these realities is fundamental and pushes us to be always present at major national and international trade fairs.



2024 GOALS

These are years of change and opening up, understood as growth, and in this perspective, in July '24 we will be present at the DKT Fair in Nuremberg, while in September '24 we will participate in our first fair in the United States. We will have a stand at the International Elastomer Conference in Pittsburgh: we consider getting to know and approaching the US market a priority, especially with a view to expanding our business and future partnerships.

Obviously, participation in trade fairs and conventions is very important to establish our brand, but we have decided not to limit our reach. In May 2024 we will be hosting a day of the International Congress of the European Journalists Association on our premises; thanks to this occasion we will be able to present our organisation in an international context.

R-EVOLUTION DAYS

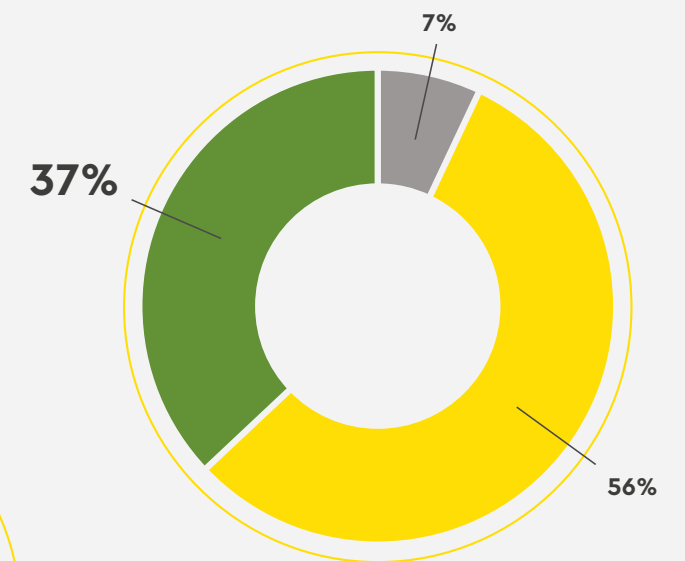
We have decided to organise 'R-Evolution Days' in October 2024: two days entirely dedicated to the development of macro topics of global interest that will involve international industry experts and will be fully addressed to our customers and stakeholders

ABOUT US

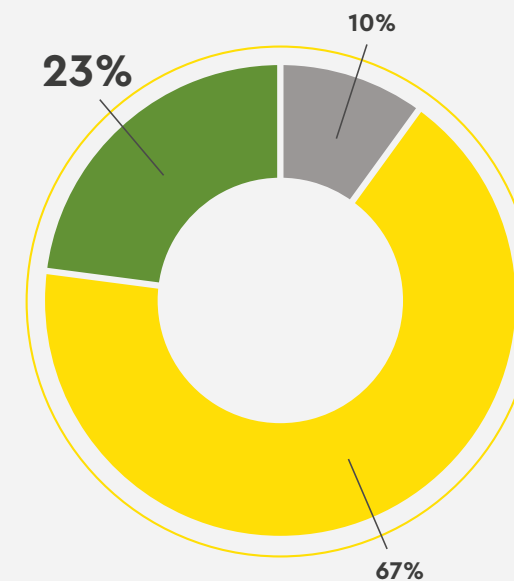
"Every company's greatest assets are its customers, because without customers there is no company," said Michael LeBoeuf, and in this regard we believe it is very important to share the results of the satisfaction survey submitted to our customers in 2023.

Achieving these levels of appreciation is the result of the ethical conduct that has always characterised our products

Results of the Customer Satisfaction Survey



How do you rate the quality level of IMG's products/services?



How do you rate IMG's ability to meet customer needs

- Excellent ■
- Good ■
- Sufficient ■



CONI



IMG S.r.l.
Via Industriale 108, 25020
Capriano del Colle (BS), IT
+39 030 314 645
info@imgmacchine.it





WWW.IMGMACCHINE.IT

