



**SUSTAINABILITY REPORT
2022 - 2023**



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2022 - 2023**

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Methodological Note

This initial Sustainability Report serves as a platform for Siser to communicate to stakeholders its dedication to sustainable development, fostering value creation in the short, medium, and long term. This commitment has consistently influenced the company's decisions and operations. Now, with the availability of reporting tools, it can be shared in an explicit, comprehensive, and verifiable manner.

However, the Sustainability Report is merely the beginning of solidifying the sustainable development strategy that Siser has committed to. In future editions, it will be more thoroughly integrated with the financial statements, highlighting the outcomes Siser can achieve in the environmental, social, and governance domains through continuous value generation.

The reporting period for this document corresponds to Siser's fiscal year 2023, beginning on July 1, 2022, and concluding on June 30, 2023.

The content is based on a set of indicators from the Global Reporting Initiative (GRI), reflecting the 2021 update, as detailed in the "GRI Content Index".

This index verifies the GRI indicators covered for each reported sustainability theme. Moreover, the company has adopted indicators from the Sustainability Accounting Standards Board (SASB), specifically tailored for the Apparel, Accessories, and Footwear Standard 2022 sector.

The selection of a specific set of indicators from these two international organizations was the result of a comprehensive evaluation of material concerns and risk identification. This process allowed the formulation of an original version of the Double Materiality concept, as introduced by the European Directive 22/2464 - CSRD, pinpointing not only the issues of significant relevance to Siser and its stakeholders but also those critical for sustainable value creation over time.

This inaugural sustainability report covers Siser Srl, located at the Vicenza plant, Via della Tecnica n°18.

A bespoke continuous monitoring system was developed internally to gather pertinent data. Conversely, for estimated data, detailed explanations of the methodologies and parameters employed were provided.

The Siser Board of Directors approved this Sustainability Report in January 2024. It has not undergone external assurance.

For more information regarding the contents of the Sustainability Report, contact: info@siser.it



01.1

GRI 2-22, 2-24

Our Vision

Letter to Stakeholders

For over four decades, Siser has been at the forefront of fostering creativity through our production of materials and machinery for apparel decoration. Our range extends from sportswear to fashion projects and includes accessories like bags, hats, shoes, and even paper. Over the years, the evolution of hot transfer technology, along with screen printing for textile customization, has continued. Today, our journey includes the pursuit of innovative materials that not only enhance customer creativity but also prioritize environmental sustainability.

In recent years, our R&D department, alongside partners and suppliers, has dedicated itself to developing next-generation products. These innovations include microplastic-free glitters, recyclable polyurethanes, water-based resins, and, through collaboration with the University of Padua, compostable materials. Unlike traditional materials that may take upwards of 20 years to decompose, these products dissolve into the earth within just six months, leaving no environmental footprint. We take pride in being the industry's pioneer in achieving such significant milestones, all backed by rigorous certification according to international standards, including the European EN 13432 and the American ASTM D6400 standards.

Our commitment to innovation extends beyond materials to the realm of decoration effects. We've developed the three-dimensionality of our transfers and were early adopters of materials suitable for digital printing. This foresight paved the way for multi-color decorations on a variety of fabrics, from natural cotton to performance textiles based on polyester and beyond. Siser's products now reach a global audience, supported by our presence in Michigan, Singapore, and Melbourne, in addition to our original site in Vicenza, Italy, where our production plants remain. Our enduring goal is to stay proximate to our users, offering unparalleled support and services.

Over forty years, we have significantly broadened our horizons and expanded our product range, driven by a passion for innovation and collaboration with top-tier technical partners worldwide. This dedication ensures the highest quality for our customers.

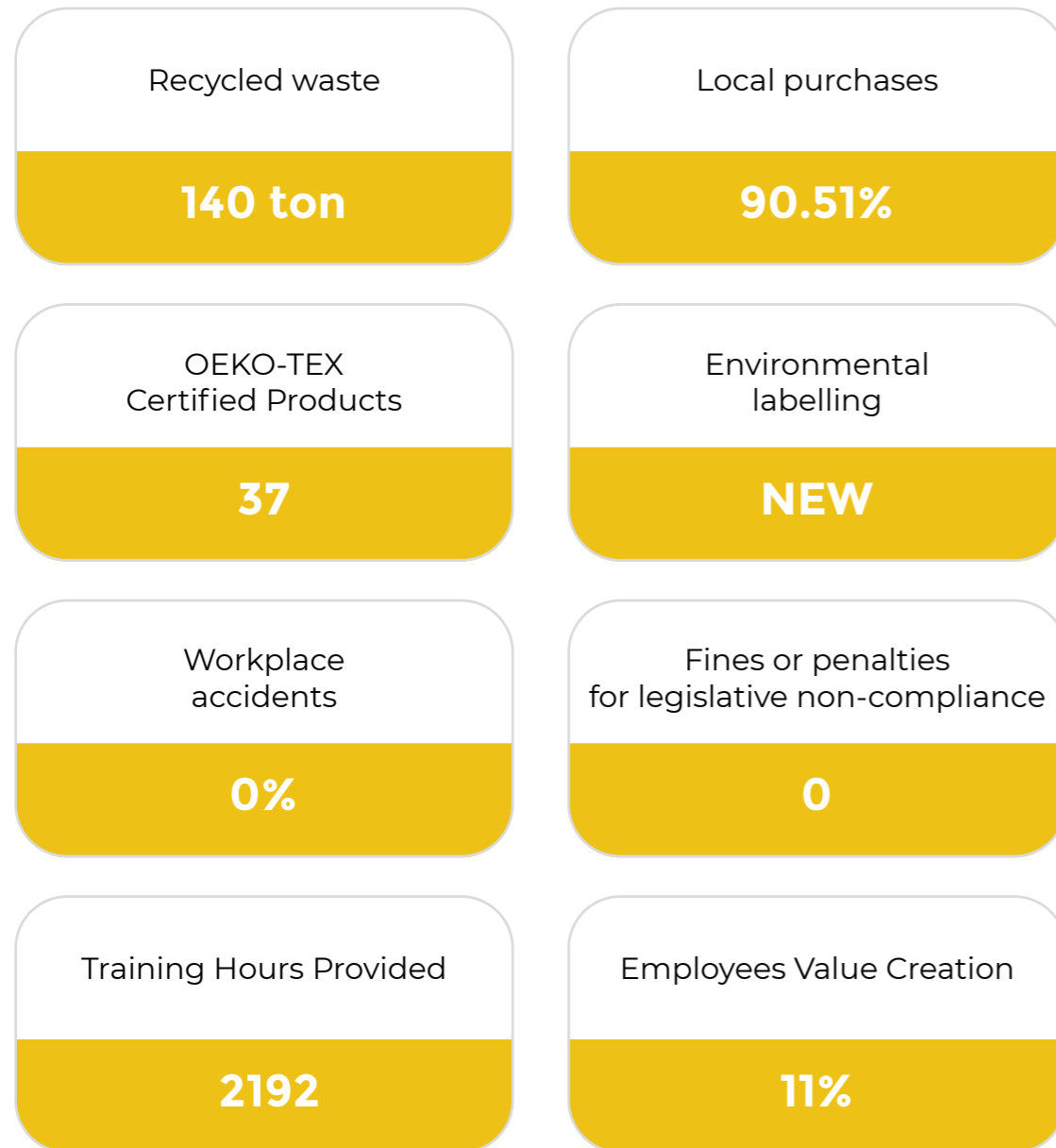
In this inaugural sustainability report, we aim to underscore the significance of our accomplishments and offerings, our governance policies, and our efforts to support our employees - our most vital asset. We are committed to enabling them to perform their roles with respect and integrity.

Ciro Visone C.E.O.



01.2

Key Achievements & Goals



“ Working together for continuous improvement ”

02

SISER



02.1

GRI 2-1, 2-2, 2-28

Identity

1983 – Vicenza, Italy... Where it all began.

Located in Vicenza, Italy, Siser's production facility sits 80 km (50 miles) from Venice and 200 km (approximately 124 miles) from Milan. Our production is entirely Italian, boasting coating lines with multi-head technology, computerized color mixing equipment, and water or solvent-based polymer coating technology. This ensures that our products meet the highest quality standards and comply with all major industry approvals.

Our lamination and slitting machinery now produces over 10 million square meters per year of transfer material in more than 400 colors. Siser, known for its history of excellence, relentless research, and boundless curiosity, offers you the freedom to express yourself by choosing from 25 distinct products. With 40 years of innovation and experience, we ensure top-tier quality, empowering you to bring your visions to life and achieve stunning results – all through the simplest process.

At Siser, we work daily to make this possible. Because we believe your freedom to create should be unlimited. Simply...

The design and innovation of Siser's products set visual communication trends in transfer materials. Thanks to our research, Siser's solutions blend textiles, creativity, and advanced chemistry perfectly, offering both tactile and visual sensations. Globally, Siser takes pride in proposing models that not only set trends but also closely listen to end users' ideas and requests. In doing so, we create materials based on genuine customer partnerships and needs.

Embracing associative life, Siser has joined Confindustria. This membership ensures we are always informed about legislative updates and can promptly update documents and procedures. Collaborating with other member companies facilitates broad cooperation, especially on key issues such as health and safety, environment, and sustainability.

In this context, we offer courses and training organized directly for our valued customers.

Experience, innovation and passion for excellence.

02.2

History and Global Development



02.3

Business model

GRI 2-24, 2-25

Creating value for present and future generations.

Siser is committed to creating value for both present and future generations. Our business model prioritizes value creation for all stakeholders, both internal and external. We recognize that the resources essential for our business's growth and sustainability must be regenerated and preserved for future use. Our ongoing efforts to position Siser as a robust and efficient entity dedicated to generating value are evident in all aspects of our performance, including financial and ESG metrics, as highlighted in this report.

This principle guides our company's direction. In alignment with this, Siser is progressively implementing the Integrated Reporting Framework in conjunction with the requirements of the European Directive CSRD. Our aim goes beyond merely complying with upcoming regulations. We seek to develop a comprehensive tool that offers Siser precise insights into the impact of its activities on value creation, preservation, or diminution over time.

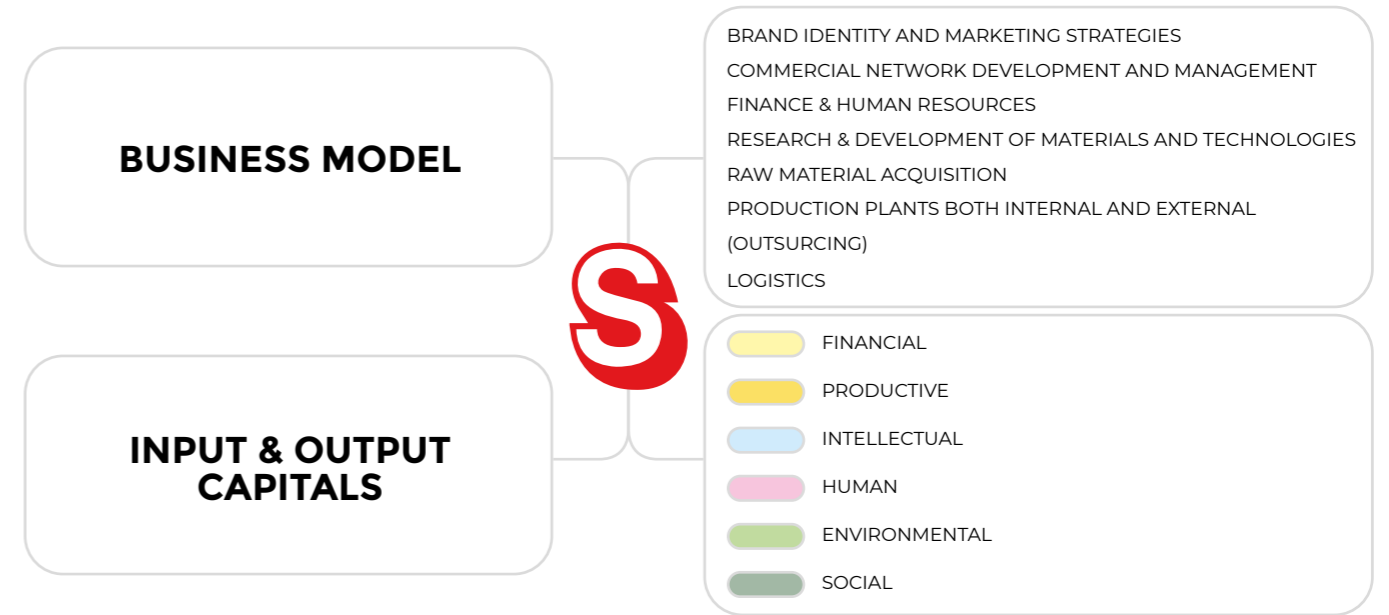
Business model

- Brand identity and marketing strategies
- Commercial network development and management
- Research & Development of materials and technologies
- Raw material acquisition
- Production plants both internal and external (outsourcing)
- Logistics

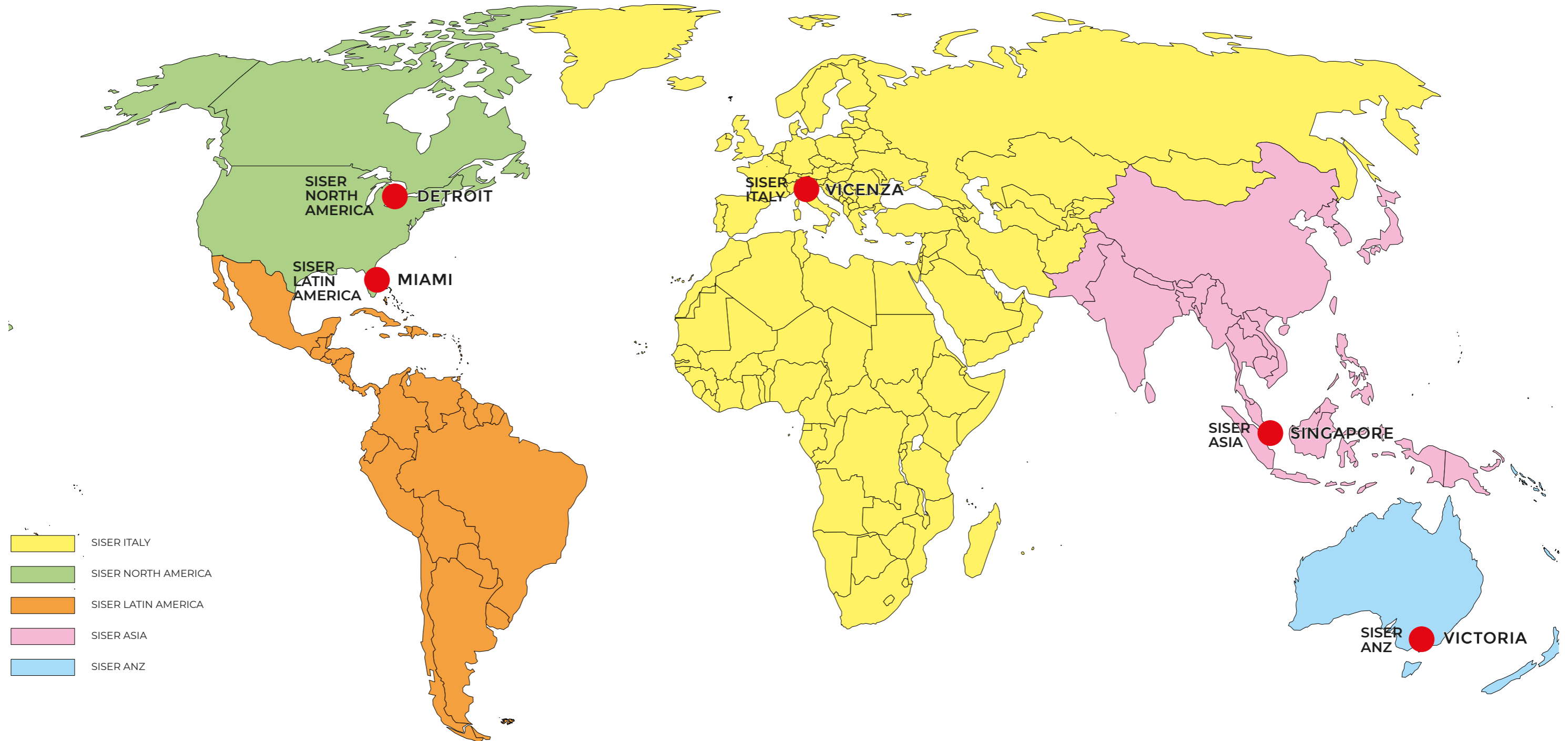
Input & output capitals

- Financial
- Productive
- Intellectual
- Human
- Environmental
- Social

Value creation model



What we consume	What we create	Outcome
Internal and self generated capital, reserves and profits.	Profit, investments in technology and human skills, positive cash flows.	Continuous creation of financial capital that are distributed among shareholders, suppliers, employees, and communities. Support for government needs and social services through taxes.
Raw materials, plastic/synthetic polymers, energy, chemicals.	Fashion oriented materials for textiles, apparel & shoes, and other applications, with a lower LCA impact and lower waste production.	Through continuous R&D investments and efforts, products are technologically advanced, their use of hazardous materials and their end of life impact are reduced. Less resources necessary both for production, and for waste disposal.
Financial capital invested in training and skill development. Intellectual capital.	Patents, new materials and technology development, with lower environmental impacts and reduced material consumptions.	Siser market placement remains strong, brand is recognized for positive impacts, capital is generated and distributed, profits are generated and can be reinvested.
Intellectual and physical energies from our employees, their commitment and skills	Human relations, safe and enriching working environment, skills development.	Increased human capital, financial means and knowledge for human and cultural development of future generations.
Electricity, packaging materials, raw materials, chemicals,	Recycled raw materials through production wastes.	Lower impact of Siser products on the environment. Lower GHG emission.
Social resources and relationships	Business relationships, local community support, stakeholders engagement on SDG goals.	Social and local community improvements.



02.4

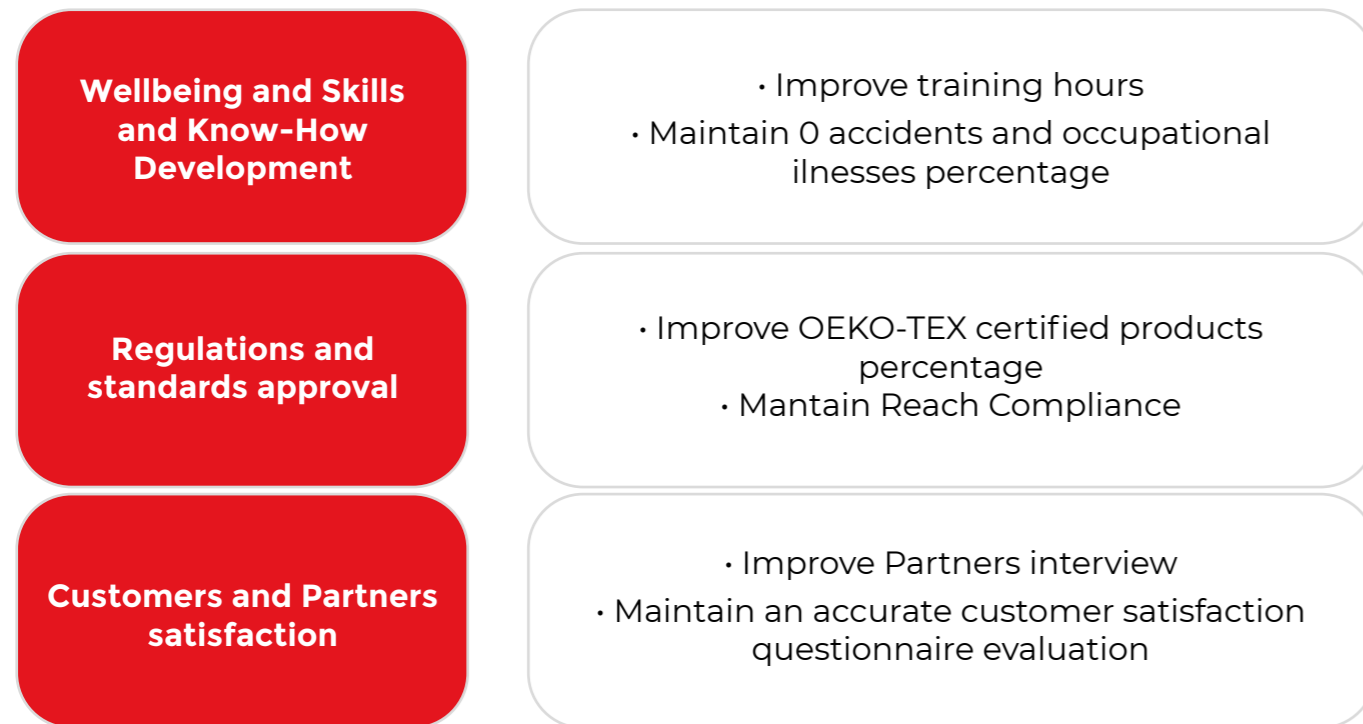
GRI 2-14

Siser's Approach to Sustainable Development Policies and Strategies

The Board of Directors has been instrumental in setting the goals for sustainable development. These goals emerge as the final result of a comprehensive journey that begins with the Board's education on sustainability issues. This training is crucial for understanding the intricacies of sustainability reporting.

The process of identifying critical sustainability issues was facilitated by a materiality and risk assessment, conducted in the wake of engaging with our stakeholders. These findings offer both a starting point and a solid foundation for the company to gauge where it stands in terms of its environmental impact and where it aims to go by mitigating these impacts.

At the heart of Siser's strategies and policies for sustainable development are knowledge and awareness. Furthermore, the engagement of our employees plays a pivotal role; the more they are involved, the more significant and impactful the outcomes we can achieve.



02.5

GRI 201-1

Value Creation

Economic value directly generated and distributed

N.Gri	GRI	FY2023
1	Revenues	43.445.995
2	Operating costs	37.472.200
3	Employees wages and benefits	4.931.080
4	Payments to capitals providers	8.595
5	Payments to governments	258.481
6	Country and community investments	52.200
	Economic value retained	723.439



Generated Economic Value in FY 06/2023
Value generated worldwide

43.5 Mil Euros

Value distributed to suppliers.
Mostly distributed in Italy and in proximity
of the Company

37.5 Mil Euros

Salaries and employee benefits

5.0 Mil Euros

Retained Economic Value

0.7 Mil Euros

02.6

GRI 416-2, 417-2

Products & Certifications

From the outset of our operations, a central focus for Siser has been the continuous advancement in research and development to attain superior levels of quality and regulatory compliance. According to our materiality assessment, compliance with legislation for products and production sites stands out as a critical requirement from our customers.

In pursuit of this objective over the years, Siser has actively responded to demands while exploring new opportunities. This includes adherence to quality assurance processes (ISO 9001) and environmental standards (ISO 14001), as well as compliance with product-specific regulations such as REACH for the EU market and the Oeko-Tex certification, which demands adherence to stricter standards concerning the SVHC list.

The VEGANOK certification was initiated in response to customer feedback, ensuring that Siser products are free from animal-derived materials. Conversely, the adoption of the Organization Model Of Management and Control, prompted by a Board directive, guarantees conformity with environmental, health, safety, and financial regulations through regular audits, thereby mitigating any potential violations.

Additionally, the design and manufacturing of presses and plotters are subject to compliance with the Low Voltage Directive and Electromagnetic Compatibility standards, verified by external certification entities periodically.

Throughout the reporting year, Siser has not received any notifications of non-compliance related to the health and safety of our customers, nor have there been any issues with product labeling non-compliance.



Company certifications ISO 9001:2015 and ISO 14001:2015

Mandatory to assure certified quality and environmental high level management; as best we can



OEKO-TEX products certifications

Products certifications necessary to guarantee the compliance to ECHA candidate list and other international standards



EU 1907/2006 Reach compliance

Mandatory to sell our products in Europe, it has to be followed to assure the compliance with ECHA candidate list



Organization Model of Management and Control D.Lgs 231/2001

Adopted to avoid financial offences, it also includes environmental and health and safety management control



VEGANOK products certifications

Voluntary certification to guarantee that Siser products don't contain any raw material coming from animals



CE compliance for presses and plotters

According to 2014/35/EU (Low Voltage Directive) and 2014/30/EU (Electromagnetic Compatibility Directive) our products can be CE marked



03.1

GRI 405-1, 405-2, 404-3, 2-1, 2-9, 2-10, 2-11

Profile

Strong policies and rich governance structures: our keys to a responsible and ethical business.



03.1.1

Structure

Over the years, we have developed a system of corporate governance rules focused on engaging with stakeholders through transparency and thorough communication. Siser operates as a single-member limited liability company, owned by SEH S.A.R.L., a Luxembourg-based entity. This parent company is part of the global consortium of Stahl's Inc.

Our governance system specifically includes the following entities:

- Board of Directors;
- Single Statutory Auditor.

In its drive for organizational improvement and function delineation, Siser's Board of Directors has taken significant steps. Firstly, it has defined roles and responsibilities within the board itself, appointing an Employer for Health & Safety in accordance with Article 2 of Legislative Decree 81/08, and a Single Environmental Representative.

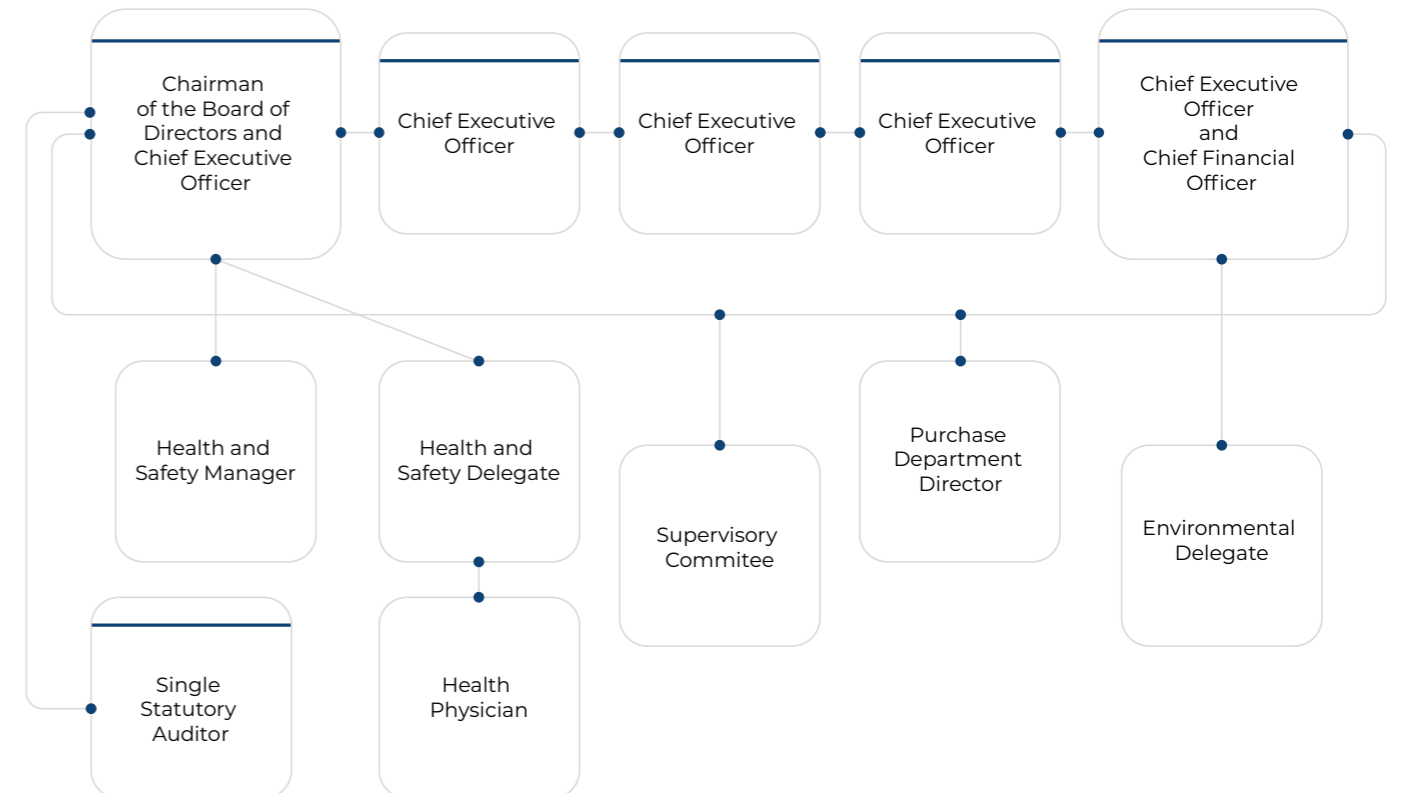
Consequently, these board members have entrusted specific company managers with notarized powers of attorney regarding:

- Accident prevention and worker health and safety management, as outlined in Art. 16 of Legislative Decree 81/08;
- Environmental protection and management, following the guidelines of Legislative Decree 152/06;
- Additionally, internal delegations in the procurement sector have been assigned.

This structure reflects our commitment to a governance model that not only complies with legal requirements but fosters a proactive approach to critical corporate responsibilities.

The Company has equipped itself with an organizational chart for the management of workers' Safety and Health, pursuant to Legislative Decree 81/08; a company organizational chart has also been formalized and contained in the Quality Management Manual, in accordance with ISO 9001.

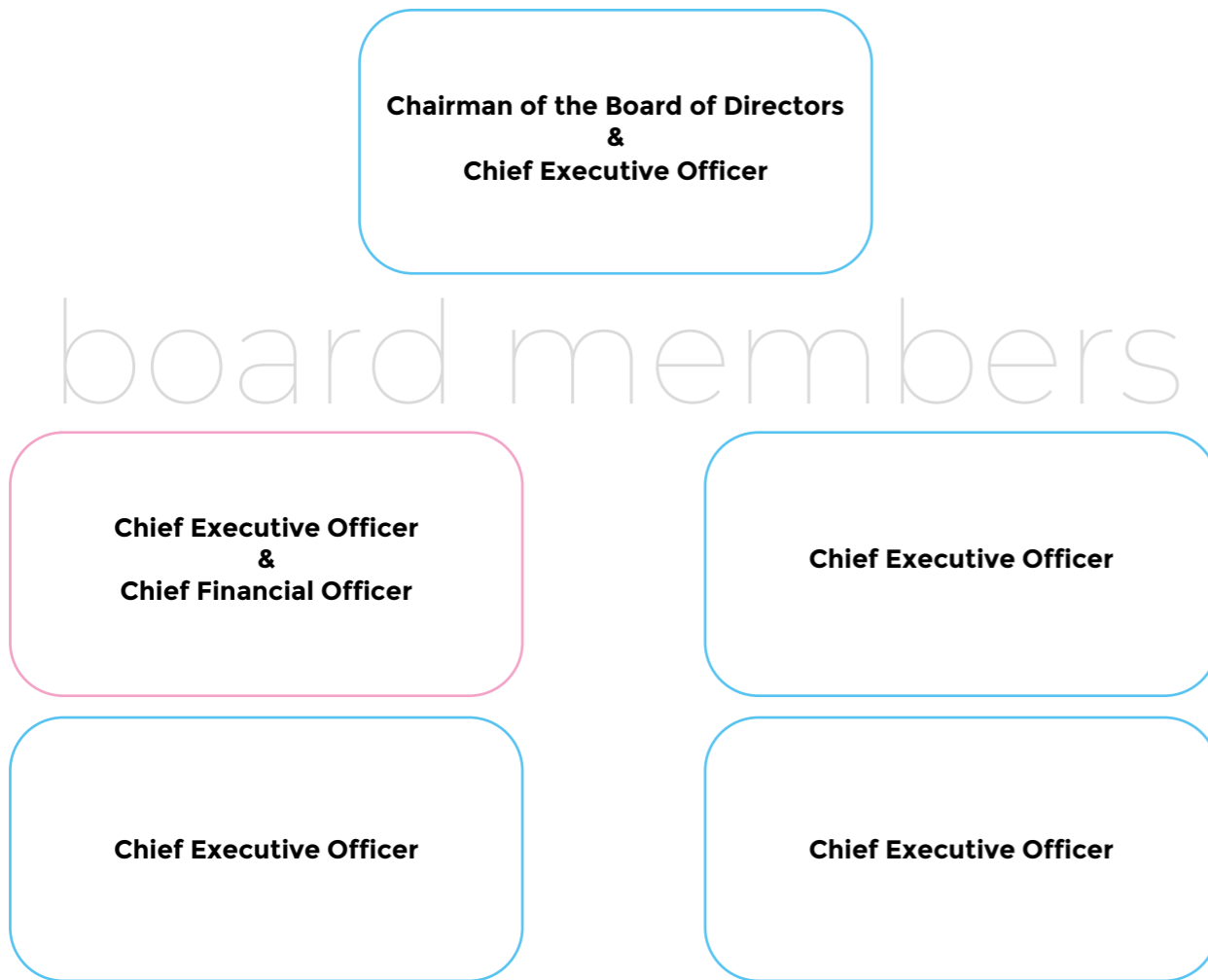
The Single Statutory Auditor supervises the Group's compliance with the law and with the principles of proper administration; he also supervises the adequacy of the organizational, administrative and accounting structure and its operation, as well as the independence of the auditing firm.



03.1.2

Board composition and diversity

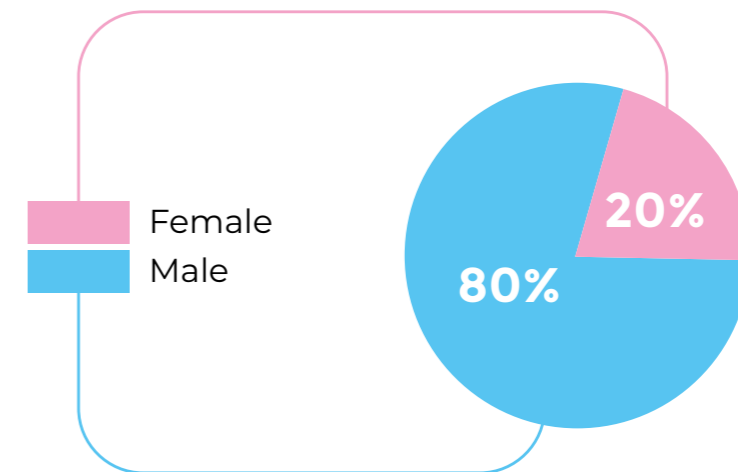
The governing body of Siser, under the leadership of **Ciro Visone**, Chairman and Chief Executive Officer, consists of five members. These members, appointed for an indefinite term, are tasked with the management of Siser as:



The Board has extensive authority over both the regular and significant decisions of Siser’s operations. A Single Statutory Auditor, appointed as the official auditor on October 26, 2022, holds the position until the financial statements as of June 30, 2025, are approved.

To ensure the Board of Directors is optimally composed, Siser has established non-binding guidelines. These guidelines are designed to ensure that board members possess the necessary expertise and professionalism for their designated responsibilities.

The Board of Directors has been structured to avoid any potential conflicts of interest; only two members are executives within Siser, promoting objectivity in decision-making processes. Moving forward, the Board will oversee the approval and publication of the sustainability report, mirroring its responsibilities in financial reporting.



In terms of social policy, Siser is committed to preventing all forms of child and forced labor, and it stands firmly against any discrimination. This commitment extends to our suppliers, all of whom have signed Siser’s “Code of Conduct”. By signing, they agree to uphold the same standards for their workforce. Regions at higher risk have been thoroughly investigated to ensure compliance, and moving forward, new suppliers will also be evaluated based on social criteria.

03.2

GRI 2-27

Compliance

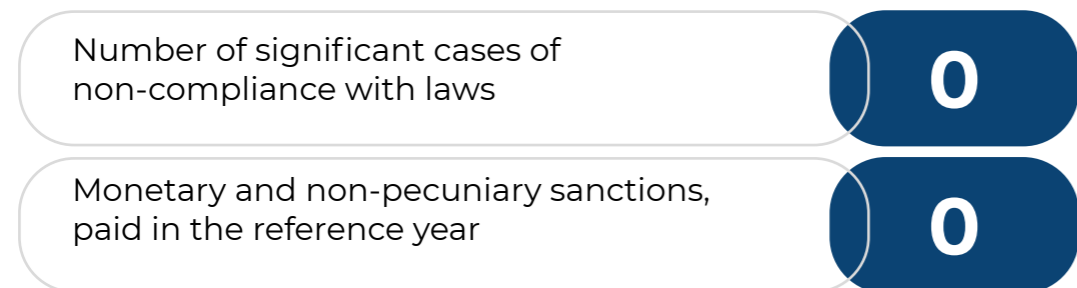
Siser is deeply committed to ensuring adherence to the laws and regulations governing its operations. The organization takes pride in its ability to operate within the boundaries of current legal frameworks, a sentiment shared across all levels from management to employees. This unified commitment to the highest standards of ethics and transparency is foundational to our corporate conduct.

Understanding that non-compliance not only diminishes the resources available for future endeavors but also poses a significant risk to the company's capacity for value creation and sustainable development, Siser has instituted a Code of Ethics. This code delineates the expectations for conduct from every individual engaged with Siser, in any capacity. These guiding principles, which extend to our production partners and suppliers via the Supplier's Code of Conduct, establish Siser's minimum standards for ethical and responsible behavior. Adhering to these standards is seen as the initial and most crucial step in maintaining compliance.

To support this commitment, Siser conducts ongoing monitoring of both national and European legislation, including technical regulations. This vigilance is upheld through internal expertise alongside the contributions of specialized external entities.

Furthermore, Siser's Code of Ethics is a cornerstone of the D. Lgs. 231/01 Organization Model of Management & Control. This model underscores Siser's dedication to upholding the utmost compliance standards through:

- A thorough risk evaluation process,
- The development of preventive measures and tools designed to deter criminal activity,
- A system for monitoring and ensuring adherence to the established preventive measures.



03.3

GRI 2-12, 2-29, 3-1, 3-2, 3-3

Impacts, Risks, Opportunities, Materiality

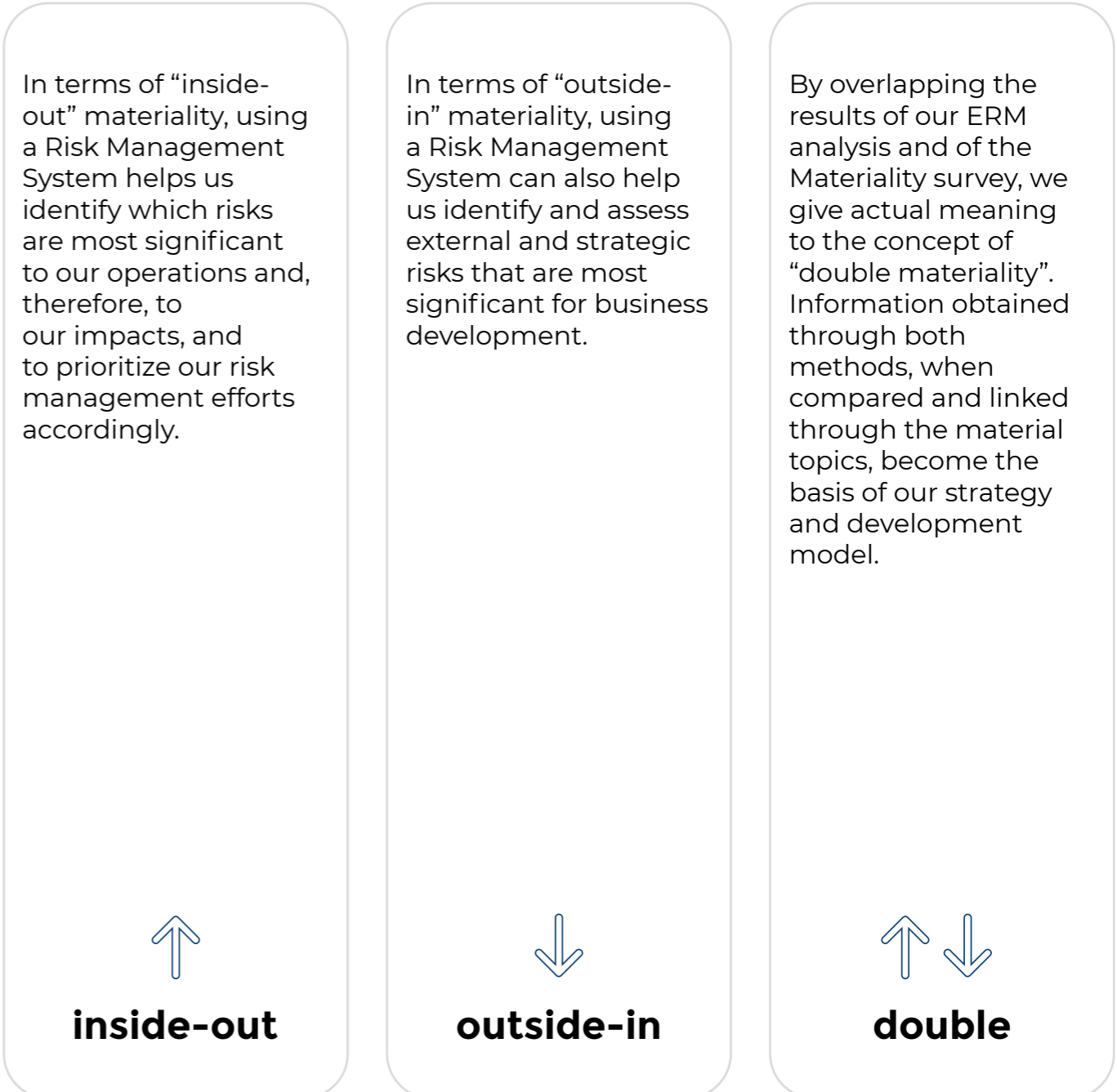
To sustain our ability to generate value and contribute to sustainable development, it is essential to identify, assess, and manage risks, recognize and comprehend opportunities, document and evaluate actual impacts, and anticipate potential impacts.

Siser has developed two key tools within its Business Model over the years to support these efforts:

- **The Risk Management System**, drawing from a streamlined version of ERM (Enterprise Risk Management), enables us to identify and assess both business and environmental risks that could impact our ability to create value in the short, medium, and long term.
- **The Materiality Assessment**, utilizing a multifaceted approach, helps us pinpoint the most advantageous opportunities we can seize and the most significant expectations of our stakeholders.

The insights gained from both methods outline the route towards sustainable development.

The Board of Directors, in collaboration with senior management, meets regularly to evaluate risks, assign values to each identified risk, and develop policies and strategies for their management. It also endorses and provides all necessary resources to achieve the goals Siser has set for the upcoming years.

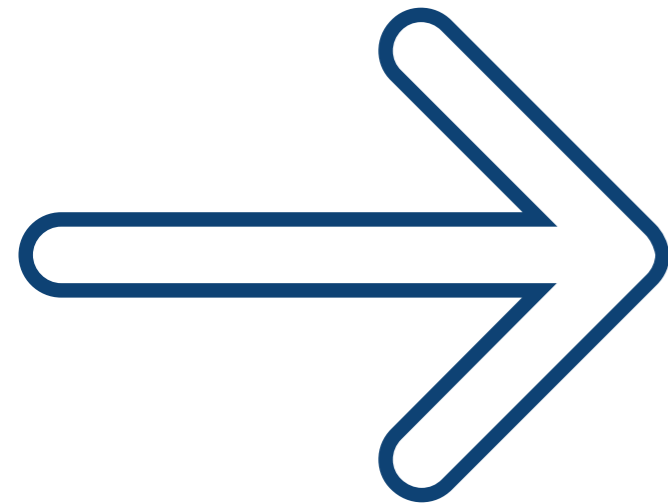


03.3.1

Risk management

Our risk assessment employs a straightforward yet robust framework, categorizing risks into four main groups:

- **External**, encompassing risks related to Environmental factors, Finance, Competitors, Regulations, and Resources.
- **Strategy**, including risks associated with Governance, Finance, Relations, and Reputation.
- **Operations**, relating to potential risks in Products or Processes.
- **Workforce**, encompassing all risks associated with our employees.



The Board of Directors, together with the Management team, convenes periodically to review the risk assessment, evaluate the value assigned to each risk, and discuss the policies and strategies for their management.

In the reporting period, the highest-rated risks have been deemed as follows:

Risk	Response
 <p>Procurement planning / Stock management Materials availability</p>	<p>Development of skills among workers, continuous investments in R&D</p>
 <p>New laws and regulations</p>	<p>Close monitoring of evolution of laws and regulations, maintain an accurate compliance</p>
 <p>Siser market shares moving toward competitors</p>	<p>Improve product quality and development, raise reputation, maintain strong performances in sustainability aspects</p>
 <p>Brand reputation</p>	<p>Improve customer care, improve product quality, maintain strong performances in sustainability aspects</p>
 <p>New products appearance on the market</p>	<p>Continuous investment plan for technological upgrades in processing plants, R&D on chemicals, support, processes</p>
 <p>Procurement planning / Stock management Materials availability</p>	<p>Close monitoring of Supply Chain, strategic materials stocks, strengthening supplier's commitment on goals for a sustainable development</p>
 <p>High employee turnover</p>	<p>Increase investments on People, Workplace, Welfare, and local community Grant every employee the possibility to improve his/her future</p>

03.3.2

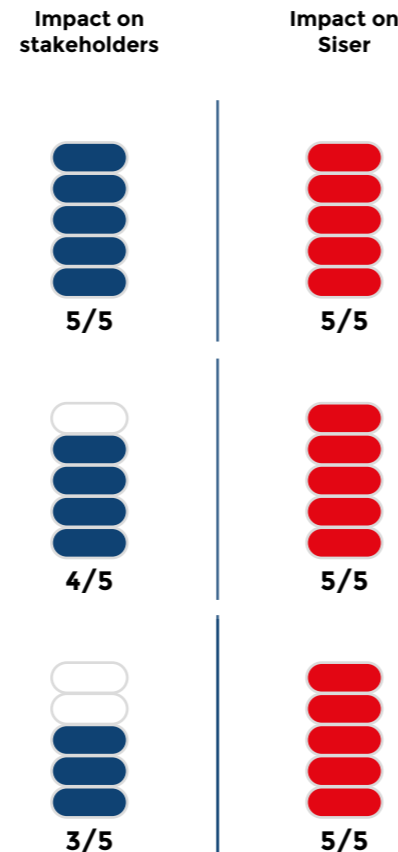
Materiality Assessment

Engaging with stakeholders is crucial for identifying and understanding Material Topics, in terms of both priority and impacts.

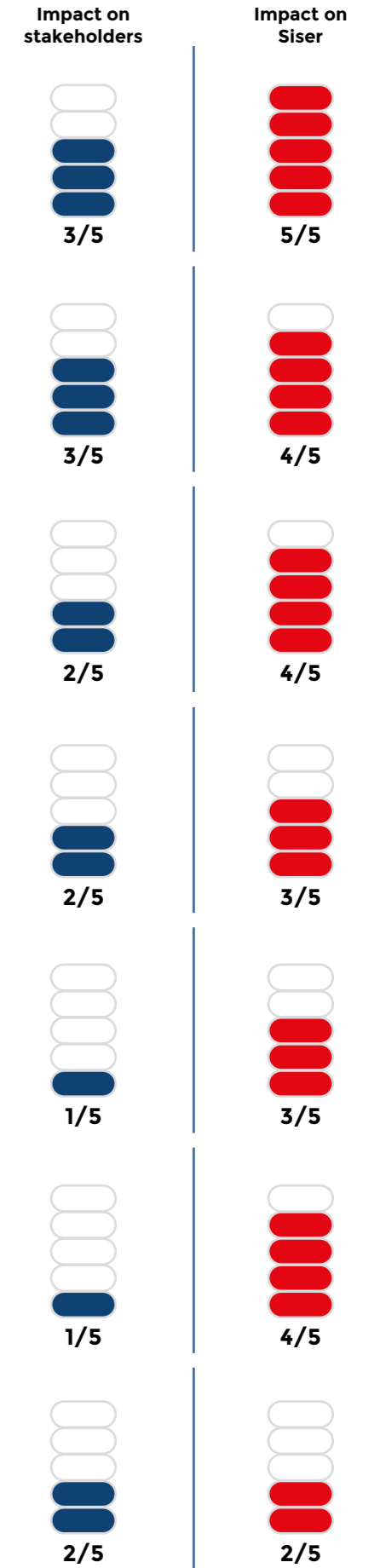
At Siser, we classify, prioritize, and engage with our stakeholders to gain a thorough understanding of their expectations, and to share our decisions and actions. This process builds a relationship founded on trust, transparency, and integrity.

Priority is determined by assessing the impacts that Siser has on its stakeholders and vice versa.

Partner / outsourcing Partnership agreements, joint work teams, daily feedbacks, interviews	5/5	5/5
Employees Training sessions, skills maps and evaluations, team building actions, whistleblowing procedure, interviews	4/5	5/5
Clients Customer satisfaction measurement, social media communications	3/5	5/5



Shareholders Recurring reports and calls, Board meetings	3/5	5/5
Suppliers Supplier's Code of Conduct, interviews, periodic questionnaires, interviews	3/5	4/5
University / Research centers Joint Research Projects	2/5	4/5
Business and Union Associations Periodic meetings	2/5	3/5
Finance / Credit Periodic meetings Reliable and transparent financial reports Sustainability reporting Materiality assessment	1/5	3/5
Institutions Meetings and reports on necessity	1/5	4/5
Local Community Monitoring of local needs and issues Supporting projects for the local community	2/5	2/5



03.3.2

The materiality assessment was carried out through a context analysis, which facilitated the identification of aspects that might be relevant to Siser, considering its operations, business relationships, the sustainability context in which it functions, and the expectations of its stakeholders. This preliminary analysis led to the identification of both current and potential positive and negative impacts that could be significant to Siser and its stakeholders regarding the relevant aspects.

Concurrently, the most prevalent material topics found in industry benchmarks were identified to supplement the insights from the context analysis.

Here is the outcome of the Materiality analysis:

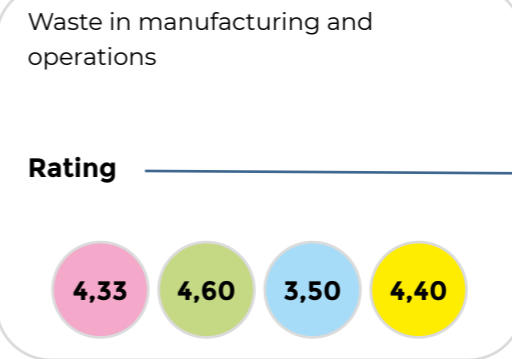


SDG	Material aspect	Impacts
 	<p>Skills & know-how development</p> <p>Rating: 4,67 (Siser), 4,60 (Employees), 3,00 (Key partners), 3,60 (Other suppliers)</p>	<ul style="list-style-type: none"> Yearly training plan - periodic survey on training needs and requests Training hours per capita and annual targets monitoring
 	<p>Health & Safety, Wellbeing</p> <p>Rating: 4,44 (Siser), 4,80 (Employees), 3,50 (Key partners), 4,30 (Other suppliers)</p>	<ul style="list-style-type: none"> Survey on employees' view on welfare, employees' wellbeing Continuous investments for health & safety improvement
 	<p>Chemicals management</p> <p>Rating: 4,33 (Siser), 4,20 (Employees), 3,00 (Key partners), 3,50 (Other suppliers)</p>	<ul style="list-style-type: none"> Compliance with SVHC list updates Replacement of highly hazardous solvents with lower impact MP/water-based formulation Preemptive identification of potentially dangerous raw materials Improving internal instrumentation for wider control analysis

SDG

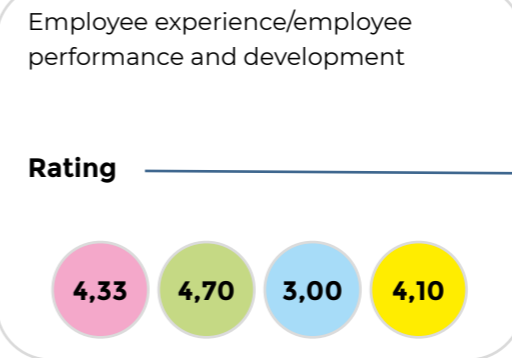


Material aspect

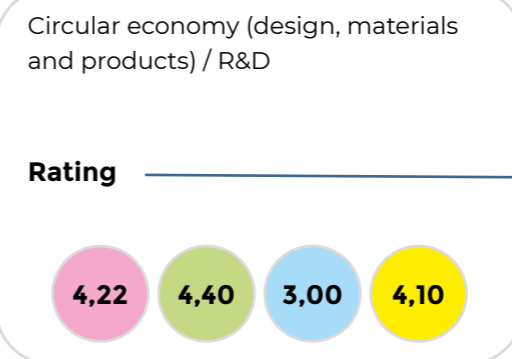


Impacts

- Reduction of produced waste per ton
- Recycle of wastes



- Hour bank (time off) - Fuel bonus
- Smart working



- Percentage of raw material from reused/recycled origin
- Use of recycled fabrics for testing
- Compostable / biocompatible materials development (attention to market requirements)
- Recycled Packaging
- End-of-life biodegradability of product



- Company and product certifications
- Widening certification set with new standards

SDG



Material aspect

Customer Experience

Rating



Impacts

- Customer Satisfaction monitoring on annually by survey; results comparison with previous year's assessments;
- Marketing initiatives: Surveys to evaluate business choices' impact on customers; Evaluation of social media parameters



Climate change

Rating



- GHG emissions analysis
- Carbon footprint measurement
- Energy efficiency measurement and improvement



Sustainability & risk governance, and integration with business

Rating



- Designing risk management model and strategy
- Risk management team / organization. Identification of a Risk Management structure



Diversity, inclusion, equal opportunities, human rights

Rating



- SA8000 certification
- Opening job positions for disadvantaged individuals (at times of high work load)
- Assigning extraordinary maintenance contracts for disadvantaged individuals

SDG



Material aspect

Environmental impact of products across their LC

Rating



Impacts

- Life Cycle Assessment
- End of life product disposal / instructions



Responsible procurement along the value chain

Rating



- Signing responsible supply agreements with suppliers (Code of Conduct, etc)
- Regulating the supply chain with Code of Conducts
- Siser code of conduct / D. Lgs. 231/01



Cybersecurity / data privacy and protection

Rating



- Firewalls and other data protection systems for breach prevention
- Employee's training on Cybersecurity



New Generations

Rating

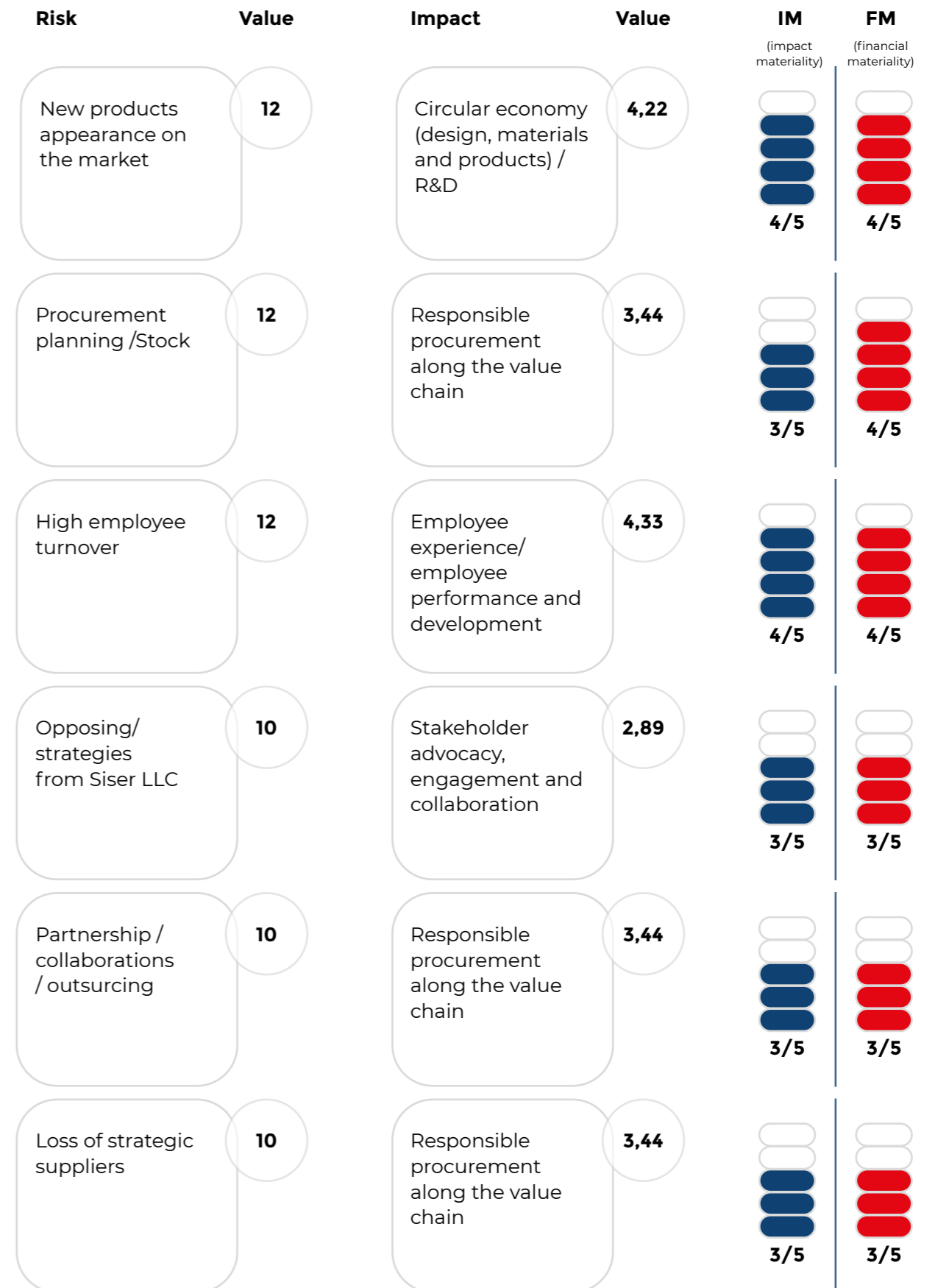
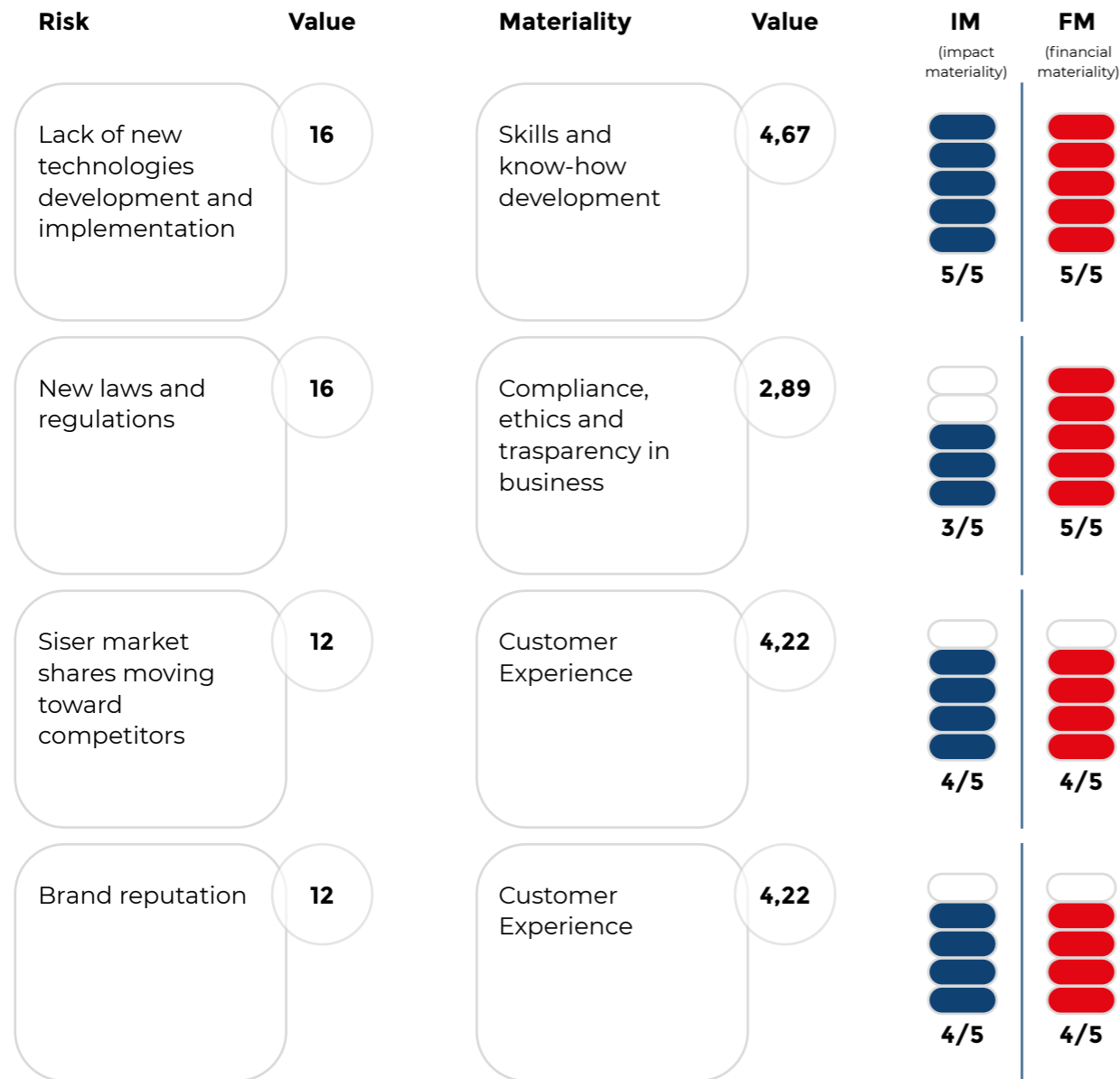


- Internships

03.3.3

Double Materiality

By overlapping the Risk assessment and the Materiality analysis, we can evaluate our strategies, taking in consideration both Impact and Financial Materiality, thus measuring the effectiveness of our actions and impacts in response to financial and technological risks, preserving our capability to create value over time.



03.4

Supply Chain Management

Responsible supply chain management is a strategic approach aimed at ensuring that manufacturers and suppliers adhere to specific ethical, social, and environmental standards throughout the production and distribution processes of their products. This approach is crucial for fostering long-term relationships built on mutual trust and continuous dialogue. It encompasses the monitoring and analysis of labor practices, human rights, working conditions, environmental sustainability, and the transparency of business activities.

As a foundational step in 2022, Siser issued its inaugural “Supplier’s Code of Conduct,” grounded in the belief that significant achievements require robust cooperation across the entire value chain. This Code of Conduct outlines the ethical and social standards Siser expects its suppliers to maintain in the production and distribution of their products. By distributing this code, Siser aims to communicate its expectations regarding working conditions, transparency, and ethical standards. Furthermore, it seeks to ensure that its products are produced responsibly and without recourse to illegal or unethical practices.

Specifically, within the Code of Conduct, Siser has set forth minimum standards for ethical and responsible behavior that suppliers must follow in their operations. Siser has committed to actively pursuing the Sustainable Development Goals of the UN 2030 Agenda (SDGs) and requires adherence to the principles outlined in the International Labor Organization’s Conventions, the Universal Declaration of Human Rights, and the Convention for the Elimination of All Forms of Discrimination Against Women.

Siser’s suppliers fall into several categories, including:

- Chemicals
- Paper
- Plastics
- Machinery
- Packaging and Services

Notably, almost 92% of the purchasing budget is allocated within the northern part of Italy, significantly benefiting the local community. All suppliers have undergone environmental impact assessments in line with the ISO 14001 standard. In 2022, Siser expanded the scope of both initial and periodic supplier assessments to include social and governance culture and compliance at the tier 1 level.

To achieve this, Siser distributed a questionnaire to collect information and assess the working practices of its raw material suppliers. This detailed inquiry aims to understand how suppliers align with Siser’s established ethical and social standards. Sent to all suppliers, both old and new, the questionnaire covers various business aspects to see how ESG issues are integrated within the supply chain.

Specifically, Siser questioned suppliers about: a) the management of chemical substances and compliance with REACH/MRSL/ZDHC/other standards, b) policies and practices for worker protection, diversity, and human rights, including overall working conditions in the supply chain, c) practices for compliant waste, wastewater, and emissions management.

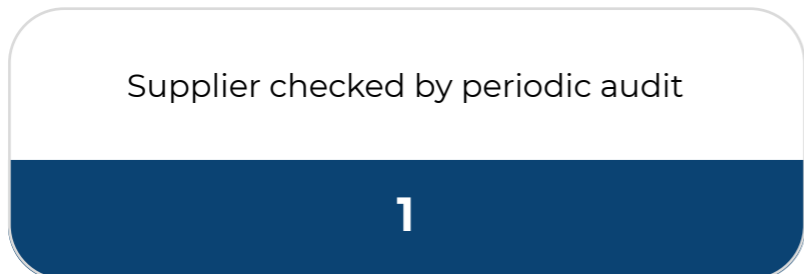
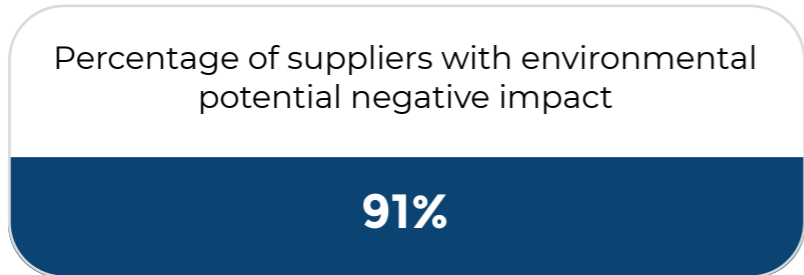
Siser plans to conduct further assessments, screenings, and, if necessary, audits to achieve the highest level of knowledge, commitment, and support throughout the supply chain.

03.5

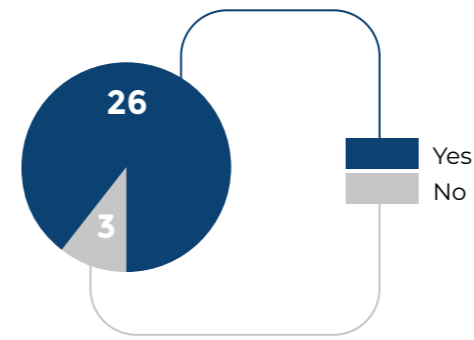
Environment & social goals



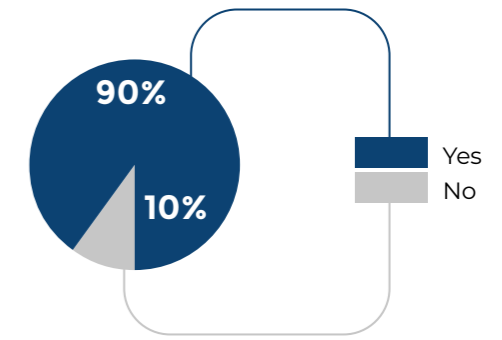
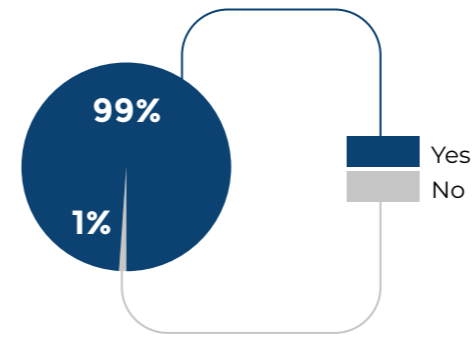
Environment criteria



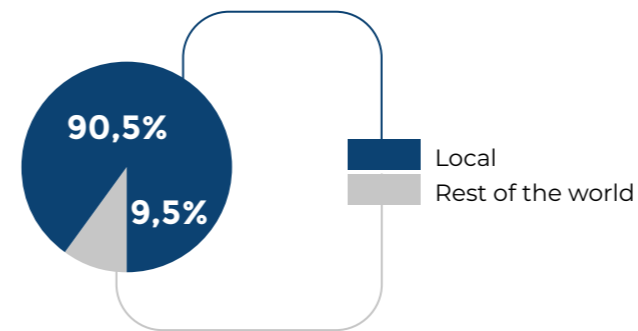
Number of supplier who subscribed the Code of Conduct



Percentage of supplier who subscribed Siser's Code of Conduct



Geographical location of suppliers



"Local" Geographical definition: Northern Italy



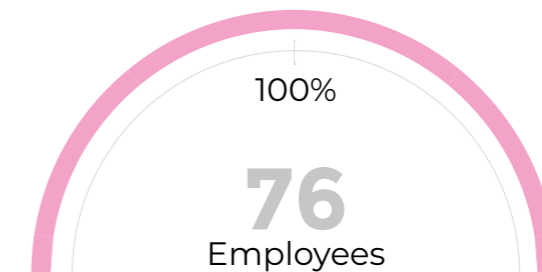
04.1

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-8, 403-9, 403-10

Health & Safety

At Siser, the protection of our workers' health and safety is the cornerstone of every strategic, organizational, and technological decision we make. Preserving the well-being of our employees is vital for contributing to long-term value creation. This commitment involves protecting the company's human capital and its operational capabilities, as well as ensuring the personal and professional development of our employees, thereby enhancing their overall well-being and quality of life.

Effective and timely management of risks and threats to every employee's working life is our primary tool as an employer. To this end, Siser has implemented an Integrated Management System, in compliance with ISO 9001 and ISO 14001 standards, including key procedures from the ISO 45001 standard. This framework ensures continuous, comprehensive safety management across the company, benefiting all employees and all locations.



Siser's dedication to the personal, cultural, and professional growth of its employees has fostered a culture highly attuned to identifying hazards at all levels within the company. This process of hazard identification and risk assessment is made effective through the active participation of all employees, in both periodic meetings and daily work activities. Every worker is encouraged to report any conditions they perceive as potentially hazardous to themselves or their colleagues' health and safety. This proactive approach enables Siser to swiftly and thoroughly evaluate risks.

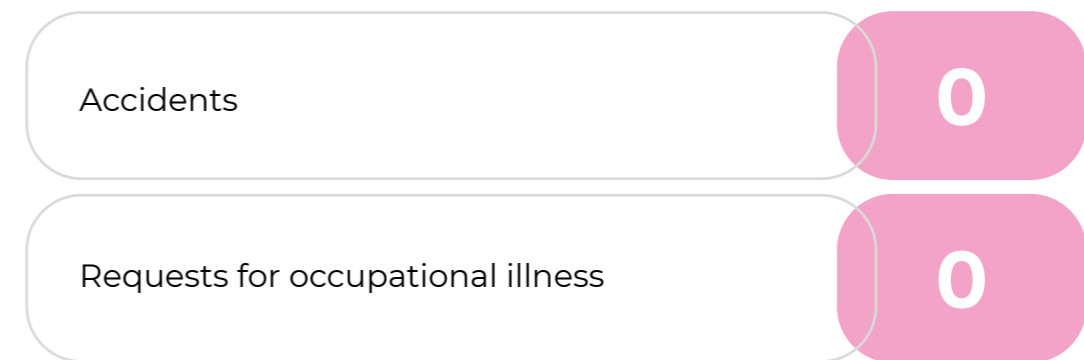
In compliance with Legislative Decree 81/08, the company has appointed a Competent Physician to conduct necessary health surveillance for workers exposed to significant risks, necessitating periodic health monitoring. The outcomes of this surveillance and expert advice from the Competent Physician play a crucial role in both risk assessment and mitigation processes.

This process is overseen by the Competent Physician who, adhering to the General Data Protection Regulation (GDPR) and Legislative Decree 196/04, ensures the confidentiality and protection of employees' personal data.



Our integrated management system facilitates continuous dialogue between employees, through their supervisors and the RLS (Representative for Health and Safety), and the employer or their delegate regarding all aspects of workplace health and safety. Regular meetings are held to discuss risk assessments, incidents, near misses, and accidents. Moreover, an annual information and training program equips our workers with essential knowledge and tools for protection and prevention.

Thanks to our meticulous and effective safety management, Siser recorded no accidents during the reporting period. Similarly, there were no claims of occupational illnesses filed.



04.2

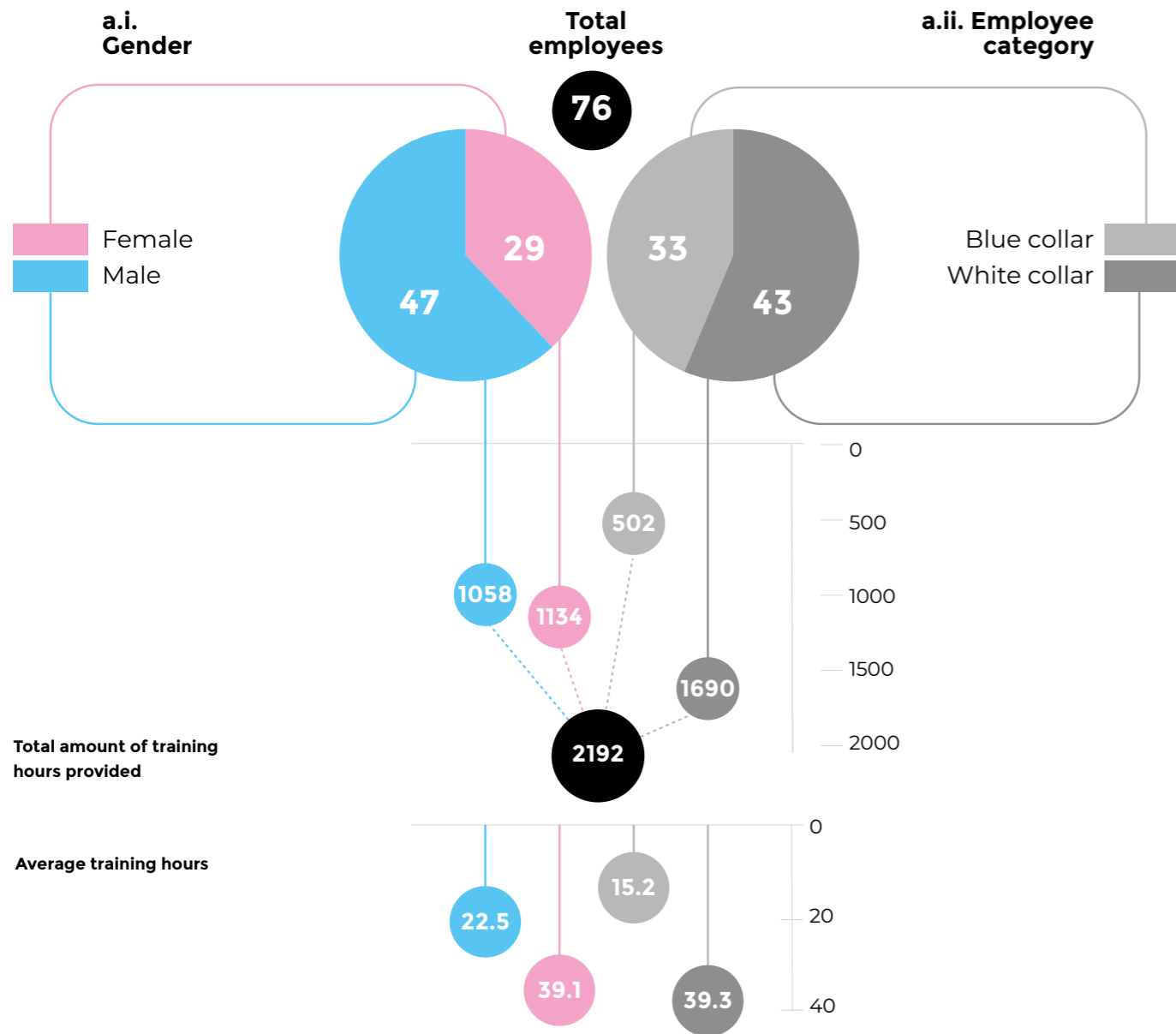
GRI 404-1, 404-2, 404-3

Skills Nurturing

Average hours of training

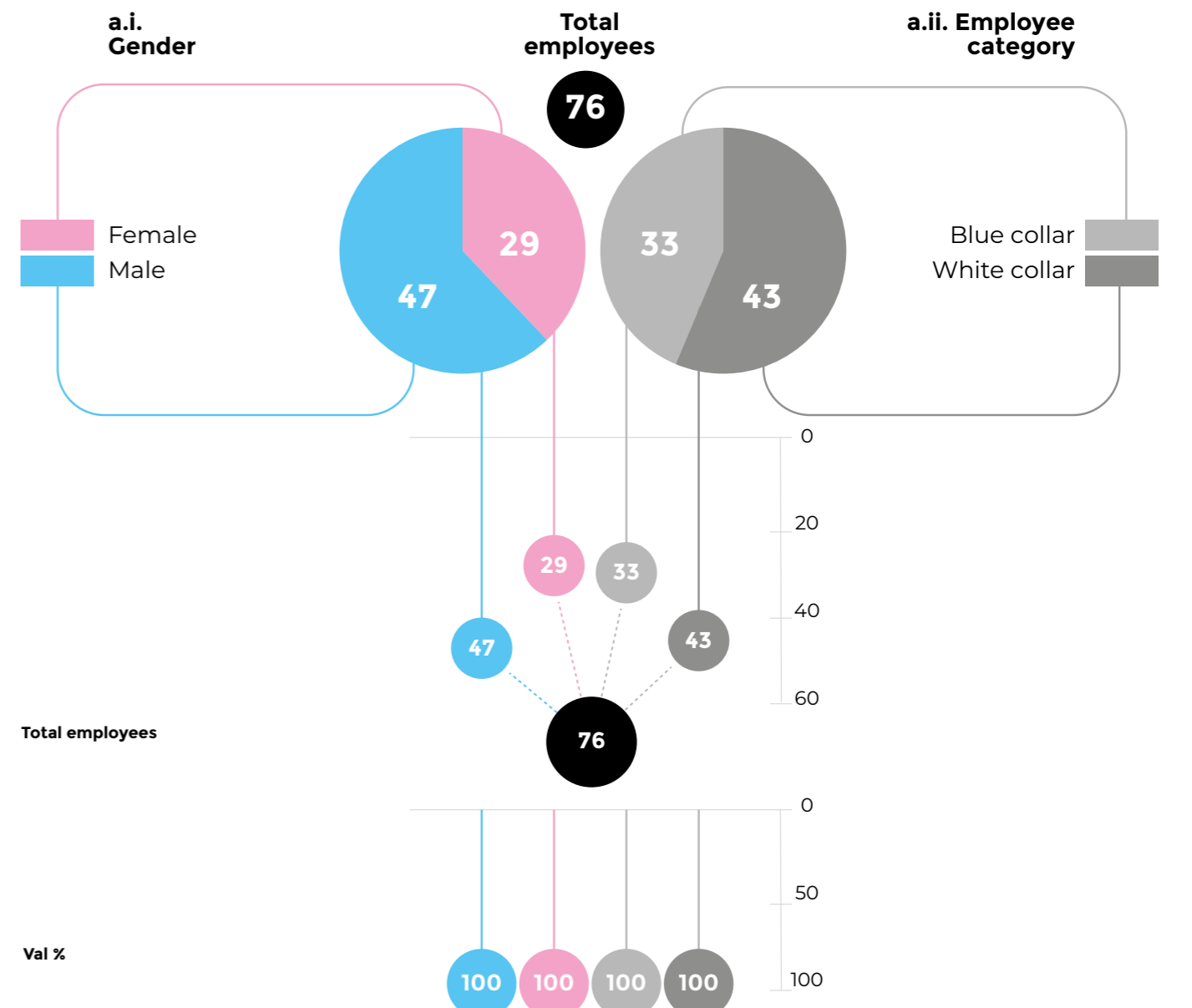
The continuous enhancement of our workers' skills stands as a pivotal strategy for Siser, aiming to:

- Facilitate the professional growth of our workforce.
- Elevate the craftsmanship quality, thereby augmenting the caliber of Siser's products.
- Stimulate the innovation of new products and technologies.
- Foster employee loyalty and retention.
- Amplify the value of our human capital.



Periodic evaluation of activities

Under Siser's annual training plan, all mandatory training related to health and safety expiring within the year is scheduled to be planned by the end of January annually, adhering strictly to the expiration date. For voluntary training initiatives, employees are encouraged to submit requests for approval; management then may grant permission and authorize payment for these training sessions. Whenever feasible, funding for training hours will be sourced from regional or national funds, contingent upon the submission of required documentation within the designated lead times.



04.3

GRI 2-7, 2-30, 405-1, 406-1, 401-1, 401-2

Diversity, Inclusion, Human Rights

At Siser, we hold a strong belief that diversity in the age and gender of our employees fosters creativity and innovation by incorporating varied perspectives, experiences, and knowledge.

Gender Diversity: Currently, our company is composed of 69% male employees, predominantly found in the roles of blue-collar workers (87%), managing directors (80%), managers (60%), and white-collar workers (48%). Conversely, women represent 31% of our workforce, primarily occupying positions as white-collar workers (52%), managers (40%), managing directors (20%), and blue-collar workers (13%).

Age Diversity: The age distribution among our employees showcases a majority between 30 and 50 years old (48%), followed by those older than 50 (42%), and a smaller segment younger than 30 years old (10.5%). By category, employees over 50 years old mainly serve as managing directors (80%), managers (60%), white-collar workers (24%), and a minimal percentage as blue-collar workers (3%). Employees younger than 30 predominantly fill roles as white-collar (24%) and blue-collar workers (18%), while those aged between 30 and 50 are largely blue-collar workers (79%), white-collar (52%), managers (40%), and managing directors (20%).

Siser values the diversity of its employees as a cornerstone for creativity and innovation, incorporating a wide range of perspectives and experiences into our collaborative environment.

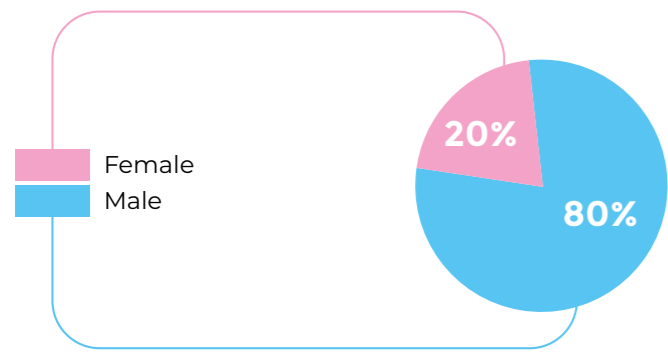
	Tot	Age			Gender	
		<30	30 - 50	> 50	Male	Female
a. New hires	7	5	1	1	3	4
Hire rate	7,78%					
b. Turnover	14	4	7	3	11	3
Turnover rate	15,56%					

Working Conditions and Rights: All employees are covered under a collective bargaining agreement, and as of now, the company does not have any trade union representation. We take pride in stating that there have been no recorded instances of discrimination within our workplace. Siser is committed to maintaining an inclusive, respectful, and fair work environment for all employees, underscoring our dedication to diversity, inclusion, and the protection of human rights.

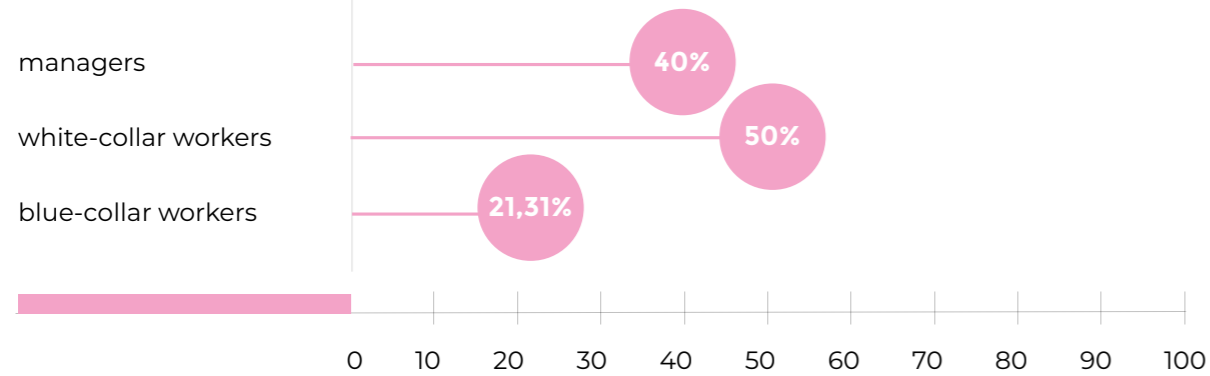


Gender diversity

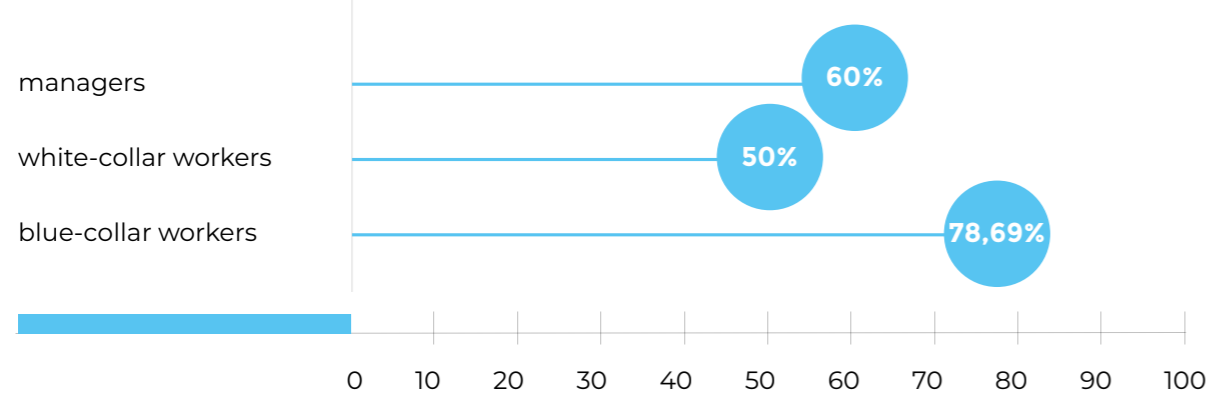
a.i. Gender - Board members



b.i. Female - Employees

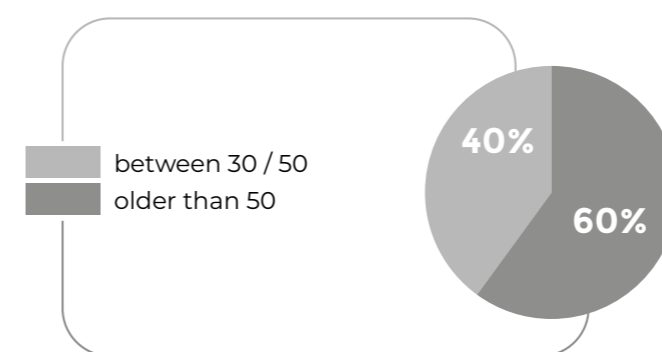


b.i. Male - Employees

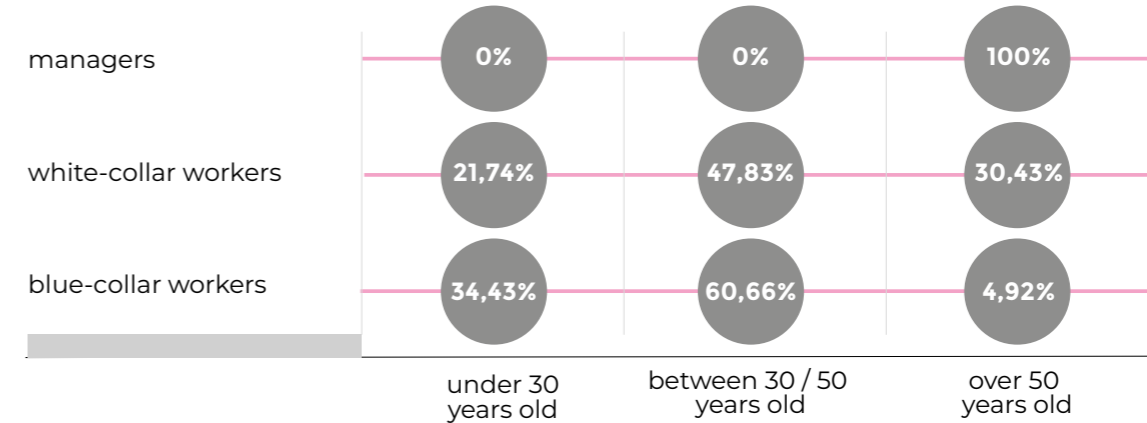


Age diversity

a.i. Age - Board members



b.i. Age - Employees



05

OUR PLANET

One of the paramount challenges confronting humanity today is climate change. Acknowledging this reality necessitates an ecological transformation across technology, economy, and society. Siser's dedication to addressing this challenge is manifested through a series of actions aimed at mitigation and adaptation.

These actions are aligned with our strategic directives and include:

- Increasing energy production from renewable sources.
- Opting for certified renewable energy to power our operations.
- Launching initiatives to diminish the carbon footprint of both the company and its employees.
- Advocating for and implementing circular economy principles.
- Developing products that are technologically innovative.

Delving further into specifics:

- The installation of photovoltaic panels on the roof of our production hall enables Siser to generate renewable energy.
- Choosing recycled cardboard for packaging and enhancing the use of recycled input materials contribute to reducing our company's carbon footprint.
- Focusing on technologically innovative products and the use of environmentally friendly materials, particularly through the development of natural component solutions (e.g., water-based), represents one of Siser's pivotal areas of focus.

Taking tangible steps towards combating climate change and actively supporting biodiversity preservation is an imperative we cannot ignore. It is untenable to sideline this issue any longer, given the existential threat it poses to humanity.

We are inherently linked to nature, and it is our urgent responsibility to safeguard our planet and secure our collective future.

05.1

GRI 301-1, 301-2, 306-2, 306-3, 306-4, 306-5

Circularity

Siser places paramount importance on incorporating the principles of using renewable materials and reducing waste in the development of every new product.

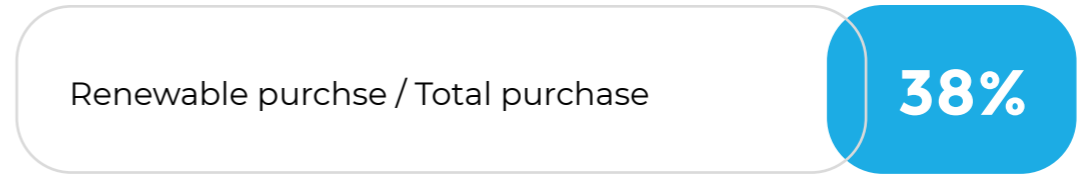
The company recognizes that minimizing the life cycle impact of products is key to creating value and enhancing performance in sustainable development. In the realm of materials, the heat transfer vinyl industry faces challenges due to the predominance of petroleum-based components, such as chemicals and backings. While pigments and water-based colors sourced from natural elements are available, the supports/backings largely consist of polystyrene, polyurethane, and other petroleum derivatives. Siser is actively investing in research and development to explore innovative materials and solutions to augment the utilization of renewable materials within its products.

As of today, here are the actual breakdown of input materials:

Not renewable materials	List	Weight / Kg
Chemicals	Others	6.670
	Additives	12.175
	Pigments	2.940
	Poliurethane	367.645
Components for manufacturing process	Not adhesive poliester	280.119
	Adhesive poliester	378.334
Semi-finished components	Hotmelt layer	335.853
	Coating	247.116
Packaging	ABS	6.240
	LDPE	7.896
	PET	192
	PP	10.073

Renewable equipment	List	Weight / Kg
Components for manufacturing process	Coating paper	24.876
Semi-finished components	Polyethylene	167.927
	Coating	140.000
Packaging	Wood	90.490
	Paper	164.078

Siser is deeply committed to effective waste management protocols that ensure the safe collection, transportation, treatment, and disposal of waste in compliance with regulations. The company meticulously categorizes and stores waste with the relevant EWC code, utilizing reputable suppliers for disposal. With an ISO 14001-certified system in place, Siser maintains stringent control over the waste management process.

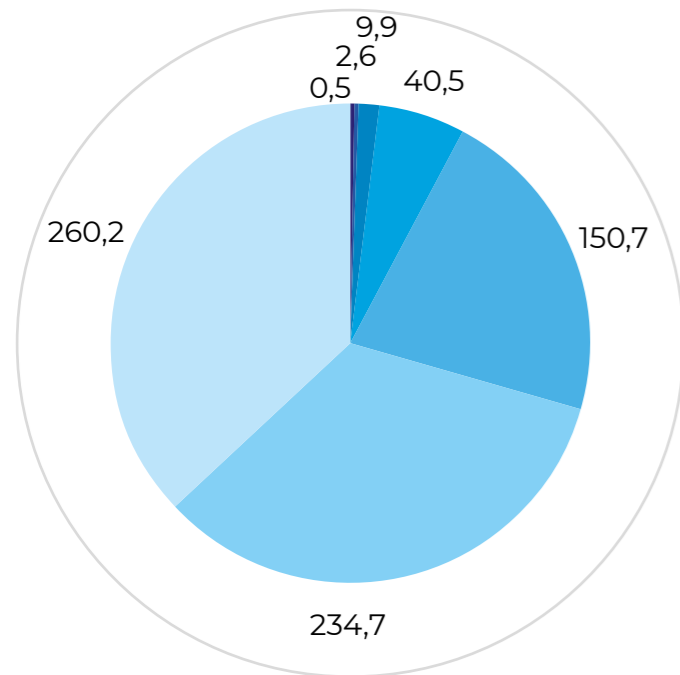


Production waste is not treated internally but instead is entrusted to authorized third parties for disposal. Siser collaborates with an intermediary to determine the best disposal methods for each EWC code, ensuring compliance with all necessary authorizations. Annual audits of plants and documentation are conducted in partnership with the primary disposal supplier to uphold high standards of waste management practices.

05.1

Circularity

Waste products (in ton)



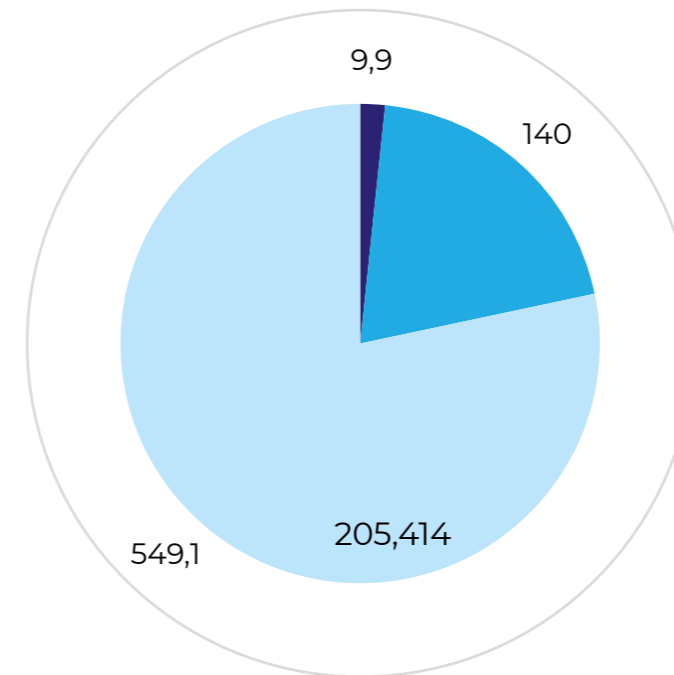
Not for disposal

- 260,2** 07 02 13 plastic waste
- 234,7** 15 01 01 packaging
- 150,7** 15 01 02 plastic packaging
- 40,5** 15 01 03 wooden packaging
- 2,6** other hazardous
- 0,5** other not hazardous

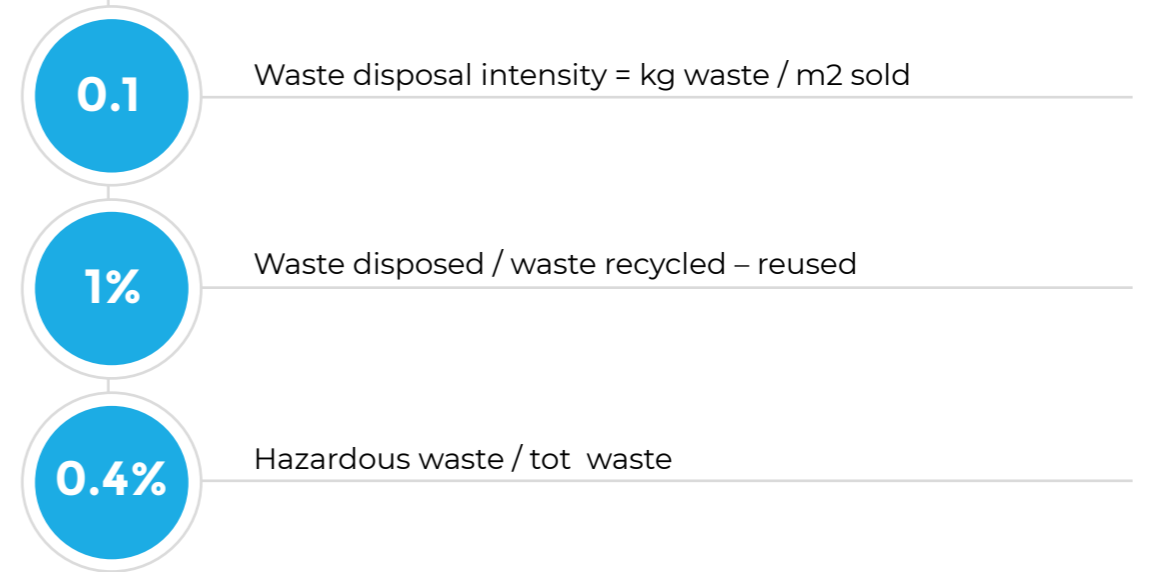
For disposal

- 9,9** 16 10 02 aqueous liquid waste

Waste different destinations (in ton)



- 549,1** R13 - Reuse
- 140** Recycling
- 9,9** D15 - Disposal



05.2

GRI 302-1, 302-3, 305-1

GHG

Greenhouse gas emissions control and reduction stand out as the primary goal that should be shared across the entire planet. While substantial efforts have been made, more concerted actions are imperative at the international level to collectively address the pressing issue of global warming. This phenomenon represents one of the most significant threats to overall well-being and sustainable development. Siser firmly believes that every individual can contribute to the reduction of greenhouse gas emissions. However, it is also evident that without the collective intervention of everyone, substantial progress will be challenging to achieve. Therefore, in addition to establishing emission reduction goals at the process and facility levels, Siser is committed to fostering a shared commitment with stakeholders, particularly emphasizing engagement with its employees.

In the current reporting year, Siser deemed it crucial to set a baseline for gauging the enhancements that can be accomplished in the following fiscal years. In line with the primary indicators designated for reporting, the breakdown of the company's energy consumption by the type of fuel utilized is presented below:

Non-renewable fuel sources		GJ	TOE
Natural gas	Energy total consumption from non renewable sources	1.596	38
Total electric power consumption		GJ	TOE
Electric power	Energy total consumption from non renewable sources	2.310	55
Photovoltaic production	Energy total consumption from renewable sources	126	3

GJ= GigaJoule | TOE= Tons of Oil Equivalent

Siser's production processes, therefore, exclusively use two main energy sources to date divided between renewable and nonrenewable according to the following proportion:

Total electric power consumption	Value
Percentage of renewable energy	6%
Energy Intensity	0.35 GJ/Km ²

Siser's concerted effort to diminish the reliance on non-renewable sources is evidenced through investments in self-generated energy via photovoltaic systems and in the selection of suppliers who strive to offset energy usage by integrating renewable sources into the grid.

Moreover, a pivotal focus lies on enhancing plant efficiency and minimizing consumption, spanning from optimizing lighting in production facilities to the selection of electric vehicles, or those with improved efficiency.

Another essential initiative that Siser emphasizes is educating and engaging stakeholders in reducing overall consumption and environmental impact. In pursuit of this objective, Siser plans to establish a tailored awareness and training program targeted at its internal workforce. This program aims to cultivate improved practices within the company while extending environmental awareness to employees' families as well.

05.3

SASB CG-AA-250a.1, CG-AA-250a.2

Chemical Management

Siser upholds product compliance through:

(a) a robust tracking system that enables the company to trace the origin of every gram of chemical it utilizes; and (b) ensuring adherence to pertinent regulations based on the market where the products will be distributed, thereby considering market-specific requirements.

Given the absence of a universal regulation for “global compliance”, Siser relies on a framework comprising supranational, national, and corporate measures. The primary measure for compliance is adherence to the REACH Regulation, which guarantees market viability within the EU - a critical aspect for Siser.

The REACH Regulation entails significant responsibilities for chemical raw material manufacturers, necessitating heightened attention to the composition, applications, and implications of the chemicals. Additionally, EU importers of chemical raw materials from non-EU manufacturers bear compliance responsibilities.

For products destined for markets outside the EU, Siser ensures compliance with other supranational measures like California 65 or ZDHC, in accordance with requirements.

At times, Siser’s customers maintain their own Restricted Substances Lists for chemicals necessitating compliance in raw material production. Alternatively, customers may require products to be certified (e.g., OEKO-TEX).

The process of product certification involves submitting samples to an external laboratory for evaluation, leading to the issuance of certification. The certification’s issuance and validity are contingent upon meticulous tracking and monitoring of production process parameters. Siser has opted to retain an external certification process due to its higher efficacy in communicating to the public, compared to an internal certification procedure. Suppliers are primarily required to comply with the REACH regulations. Compliance with other regulatory standards is mandated only when specifically requested by a customer.

Recently, Siser has successfully redirected production waste towards recycling efforts. This waste is combined with superior materials to create non-food-contact products. Siser’s Research and Development is focused on innovating new solutions, including water-based or bio-based products that maintain product performance. Pure Polyethylene waste is directed to recycling facilities due to its purity.

Chemical risk assessment at Siser involves two key documents: the Risk Assessment Document and the Chemical Risk Document. The former outlines proper chemical handling procedures, while the latter delineates potential impacts on users. These documents establish protocols to ensure compliance with health and safety regulations, a critical concern for Siser.

To assess the impact on users, periodic sampling is conducted annually or biennially. The company’s Medical Officer performs tests on individuals working with these materials to verify safety standards and mitigate potential risks effectively.



06.1

GRI-SASB Reference Table

Statement of use: Siser has reported the information cited in this GRI content index for the period 1/7/2022-30/06/2023 with reference to the GRI Standards. GRI 1 used: GRI 1 - Foundation 2021

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**SUSTAINABILITY REPORT
2022 - 2023**



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