Sustainability plan

SALICE

Index

1

Foreword

Salice Sustainability Plan

Welcome to Salice's Sustainability Plan.

This document is the result of a journey through which the company has identified its objectives for building a more sustainable business: a list that considers various factors, including the main trends driving global change, the United Nations Sustainable Development Goals (SDGs), current and upcoming EU directives (such as the CSRD), and reporting standards (ESRS).
The Sustainability Plan is a collection of the topics addressed, divided into topics and sub-topics. In this section, you will find the objectives defined for each pillar, while further in the document you will find the KPIs and specific initiatives linked to each target. This document is therefore a summary of the commitments made by the Company to face the challenges of today's changing world and to guide its development with the mission of contributing to the achievement of a sustainable future.

TARGETS

Climate Change

- 37% reduction in Scope 1 & 2 GHG emissions by 2028
- 50% reduction in Scope 2 GHG emissions by 2028
- Promote and incentivize sustainable mobility
- Calculate Scope 3 GHG emissions
- Increase resilience to extreme climate events

Resource use and circular economy

- Increase awareness of the amount of recycled material purchased
- Reduce plastic materials in packaging
- Enhance staff awareness and sensitivity regarding waste reduction and responsible waste management

Pollution

- Reduction in the use of hazardous substances in production processes

Working conditions of own workforce

- Reduce average noise levels in production departments by 2030
- Reduce the risk of workplace injuries
- Achieve 20% of remote working hours among the eligible workforce
- Improve workplace comfort
- Increase the number of employee benefits

Equity

- Introduce a skills assessment and development program
- Increase training on diversity and inclusion topics

Affected communities

- Strengthen the company's social role through volunteer initiatives

Consumers and end-users

- Improve interaction with customers and understanding of their needs
- Enhance cybersecurity risk management and ensure safe, controlled, and standardized data usage

Organizational culture

- Define ethical rules and principles within the organization
- Increase awareness of sustainability topics

Business conduct

- Optimize ESG data collection and reporting
- Reduce the company's environmental impact

Value chain

- Promote sustainability among suppliers

SALICE

2

Introduction

SALICE

2.1

Creating a sustainability plan

Innovation not only determines the future of companies but also plays a fundamental role in shaping the collective destiny of humanity. A clear trajectory is emerging that makes the integration of innovation and sustainability an imperative for business development.

However, existing studies reveal a significant gap between the current state and the desirable one in terms of economic development, social well-being, and the sustainability of the processes that drive them.

In recent years, it has become increasingly evident that companies must actively innovate their production processes and organizational structures to mitigate negative impacts on people and the environment—especially in light of this gap.

The creation of a well-prepared Sustainability Plan is essential to chart a course toward improvement. Setting clear targets and outlining the paths to achieve desired sustainability outcomes conveys a deep commitment by the company to responsibility, transparency, and reliability within the business world.

A Sustainability Plan, in fact, is not merely a document listing targets, initiatives, and timelines, but the result of a thoughtful process within the Leadership Team. A key step in this journey is a comprehensive and in-depth analysis of the impacts, risks, and opportunities arising from the company's activities.

This analysis can be conducted internally or in collaboration with key stakeholders. At this stage, various tools prove valuable, such as product life cycle analysis, environmental and social impact assessments, and value chain mapping. It is also essential to consider the targets set by competitor companies and alignment with industry standards regarding negative impacts and risks.

While various methodologies can be used, it is necessary to adhere to the EU principle of double materiality, as outlined later in the "Methodology" section.
The outcome of the double materiality analysis is a set of targets that define the areas of activity considered material. Targets must be specific, measurable, and clearly defined to facilitate achievement and verification by both internal and external stakeholders.

For example, the target "contribute to limiting global warming by reducing greenhouse gas emissions" is overly generic: it lacks a timeframe, does not provide baseline context, does not specify the scope covered by the target, nor the concrete parameters to measure performance.

In contrast, the target "reduce absolute Scope 1 and 2 greenhouse gas emissions by 55% by 2030 compared to 2024" is much more precise and verifiable.

Once the targets are established, the Sustainability Plan becomes the tangible expression of the company's commitment. It is a comprehensive and structured document that can be published in full, summarized, or kept as an internal reference. The Sustainability Plan provides an analytical description of the defined targets and the strategies planned to achieve them. It sets up monitoring and evaluation mechanisms to track progress and make necessary adjustments. This may include the implementation of sustainability-specific Key Performance Indicators (KPIs), the collection and analysis of relevant data, and transparent communication of results.

In sum, a solid Sustainability Plan should outline, for each target:

- the baseline against which the target is set;
- the deadline for achieving the target;
- specific initiatives to reach the target;
- Key Performance Indicators (KPIs) to measure progress and verify the achievement of the target;
- necessary resources (financial, human, and intangible) for the development of the initiative
- analysis of the skills of those involved in the initiatives
- assignment of responsibility for each target and initiative

The Sustainability Plan serves a dual purpose: internally, it provides the reference framework for achieving the defined targets and monitoring progress; externally, it communicates the organization's commitment and willingness to improve sustainability in an analytical, precise, and verifiable manner.

Moreover, the Sustainability Plan is a dynamic document that requires regular review to account for changes in the operating landscape, emerging challenges and opportunities, and the ongoing evolution of sustainability best practices.

Its adoption and regular updates demonstrate a tangible commitment to creating long-term value for all stakeholders and contributing to a more sustainable future.

Approach, process, and participants

The creation of the Sustainability Plan is a process that requires various types of expertise and involves multiple stakeholders.

In developing Salice's Sustainability Plan, the drafting process combined two distinct yet complementary approaches: the traditional consultancy method and a maieutic approach rooted in Business Coaching methodology. The methodology used was developed and conceptualized by LIITO, with the essential contribution of the research team led by Professor Davide Diamantini from the University of Milano-Bicocca. This collaboration ensures cutting-edge research and best sustainability practices, enhancing both the relevance and effectiveness of the plan. This hybrid methodology was also crucial in creating a comprehensive and tailored plan that meets Salice's specific needs, while simultaneously fostering a culture of ESG awareness within the working team.

Advantages over a traditional consultancy approach

- **Expertise and Analysis:** leveraging the experience of our ESG experts, LIITO conducted a comprehensive analysis of Salice's current operations and sustainability practices. This included assessing compliance with current regulations (GRI, ESRS, CSRD), benchmarking against industry standards, and identifying areas for improvement, also drawing on the internal assessment previously carried out by the company regarding its current organizational state.

- **Strategic Planning:** building on our consulting framework and Salice's current corporate objectives, LIITO worked closely with the internal team to define clear sustainability goals and targets for the company. Through strategic planning sessions, the LIITO team and the University of Milano-Bicocca helped the working group identify objectives that take into account Salice's context and specific ambitions.

- Through strategic planning sessions, LIITO experts supported the working group in identifying objectives, taking into account Salice's specific context and goals.

Maieutic Approach Based on Business Coaching

- **Empowerment and Ownership:** Integrated into our methodology is a maieutical approach inspired by business coaching principles, we employ a Socratic method of inquiry to empower the people within the working group to discover their own insights and solutions to company sustainability challenges.

- **Holistic Perspective:** Our business coaching methodology focuses on fostering a 360° perspective on sustainability, beyond mere compliance or technical solutions. Through dialogue and reflection, we encourage leaders and teams to explore the underlying values and beliefs driving their sustainability efforts, thereby cultivating a culture of shared responsibility and stewardship.

- **Long-Term Sustainability:** By integrating business coaching principles into the sustainability planning process and co-creating the plan together with key stakeholders of the organisation, Liito aims to instill a long lasting commitment to sustainability within the organization.

The Sustainability Plan developed by Salice thus exemplifies the power of integrating traditional methods with a maieutic approach. By combining expertise, empowerment, and collaboration, we laid the foundation for meaningful and lasting change—both within the organization and in its broader impact on society and the environment.

The initiative began with Salice selecting a team to lead the definition of sustainability targets.

The process then continued with activities focused on discussion of megatrends, risks and opportunities, context analysis, and the collaborative definition of objectives. Beyond the tangible outcomes outlined in this document, a noteworthy achievement was the increased self-awareness regarding sustainability topics and greater attention to the organization's material areas by all participants involved in the process.

The working group was composed of 13 people, including the Chief Executive Officer and all the Group's senior managers.

SALICE

3

Drivers

SALICE

Regulations

In the contemporary corporate scenario, Environmental, Social, and Governance (ESG) considerations have assumed unprecedented significance, permeating the core strategies of businesses globally.

Amidst mounting societal and environmental concerns, companies face escalating demands to demonstrate their dedication to sustainable practices and ethical conduct. Within the European Union, this imperative is further underscored by the region's commitment to fostering a greener, fairer, and more transparent economy.


SALICE

Future scenarios

MEGATRENDS

When defining a company's sustainability priorities, it is essential to understand global megatrends: deep, long-term structural forces of change that are reshaping the global economic, social, environmental, and geopolitical landscape.

Megatrends are not short-term fads or passing trends; they are systemic dynamics that cut across industrial sectors, consumption patterns, public policies, and social behaviors. Understanding them enables businesses to anticipate risks and seize opportunities, improving strategic resilience and guiding innovation and sustainability choices in alignment with ongoing transformations.

According to the Joint Research Centre of the European Commission, the main megatrends currently underway are:

- **Technological acceleration and hyperconnectivity**

Artificial intelligence, automation, the metaverse, and the Internet of Things are revolutionizing production, work, communication, and governance, with significant impacts on privacy, security, strategic autonomy, and sustainability.

- **Growing resource scarcity**

Pressure on water, energy, land, and raw materials is increasing due to urbanization, industrialization, and population growth, surpassing planetary boundaries and requiring models based on sufficiency, equity, and regeneration.

- **Transformation of work**

Automation, population aging, and new value-based expectations from workers are reshaping the world of work, with growing emphasis on digital, green, and social skills.

- **New security paradigms**

Global instability is increasing, driven by hybrid warfare, cyberattacks, disinformation, and competition for resources. Security now encompasses issues such as climate change and public health.

- **Climate change and environmental degradation**

Excessive emissions, pollution, and ecosystem erosion threaten economic and social stability. Mitigation and adaptation have become urgent necessities.

- **Ongoing urbanization**

By 2050, an estimated 5 billion people will live in urban areas, with significant impacts on infrastructure, consumption, pollution, and inequality. Cities are becoming increasingly central to sustainable solutions.

- **Diversification of education and learning**

The spread of digital technologies and the growing importance of soft skills are transforming education, making it more personalized, continuous, and accessible.

- **Growing inequalities**

Despite some progress, economic, territorial, generational, and gender gaps persist and are widening, also due to the asymmetric effects of the green transition.

- **Increasing influence of the Global East and South**

Global economic and political power is shifting toward countries such as China, India, Brazil, and African economies, contributing to the fragmentation of globalization.

- **Growth in consumption**

The global middle class is expanding, impacting production models and increasing environmental pressure. Conscious and sustainable consumption is emerging as a new trend.

- **Demographic imbalances**

Population aging in the West and growth in low-income regions create both challenges and opportunities for welfare systems, productivity, and social cohesion.

- **New governance systems**

Digital transformation, the role of social media, and the crisis of democracy are redefining decision-making models, increasing the importance of broad participation and transparency.

- **Growing significance of migration**

Migration is rising due to economic, environmental, and security factors, influencing public policy, the labor market, and social cohesion.

- **Evolving health challenges**

Beyond infectious diseases, issues related to lifestyle, aging, mental health, and environmental impacts are increasing, while healthcare is shifting toward predictive, digital, and personalized models.

WHY THEY MATTER

Megatrends represent the evolving framework within which companies operate. Understanding them allows businesses to:

- Align corporate strategies with global sustainability goals (e.g., the 2030 Agenda, the European Green Deal).
- Anticipate transition and physical risks (e.g., regulatory changes, resource scarcity, extreme weather events).
- Capture emerging market demand from more conscious consumers and increasingly demanding stakeholders.
- Innovate with purpose by seizing technological and collaborative opportunities.

In this context, megatrends should not be seen as fixed scenarios, but rather as strategic compasses to guide long-term decisions—making the company more resilient, fair, and sustainable.

RISK RESILIENCE

A robust ESG proposition shields a company's prosperity, bolstering its resilience against existing and forthcoming risks.Each year, the World Economic Forum publishes "*The Global Risks Report 2025*" , which outlines the most perceived risks in the present, short term (2 years), and long term (10 years), drawing on insights from nearly 900 global experts.

Environmental risks continue to dominate across all timeframes. In particular, extreme weather events are identified as the most likely risk over the next two years, and the most severe risk in the long term (10 years), in line with existing trends.

Risk perception related to disinformation is rising significantly: it ranks among the top three most likely risks in the short term (through 2027) and also appears among the top concerns in the long term, along with the negative consequences of emerging technologies such as artificial intelligence.

In addition to the overall Global Risks Report, The World Economic Forum's Global Risks Report 2025 also provides a country-specific breakdown of short-term risks. For Italy, the long-term concerns include the consequences of an aging population.

Source: Global Risks Report 2025

The crisis of pension systems and the shortage of labor are expected to become increasingly critical issues.

As a result, among the top five risks for Italy are economic slowdown (such as recession or stagnation), extreme weather events (such as floods and heatwaves), and shortages of labor and/or skills.

Global risks ranked by severity over the short and long term

Source: Global Risks Report 2025

BEHAVIORAL SHIFTS

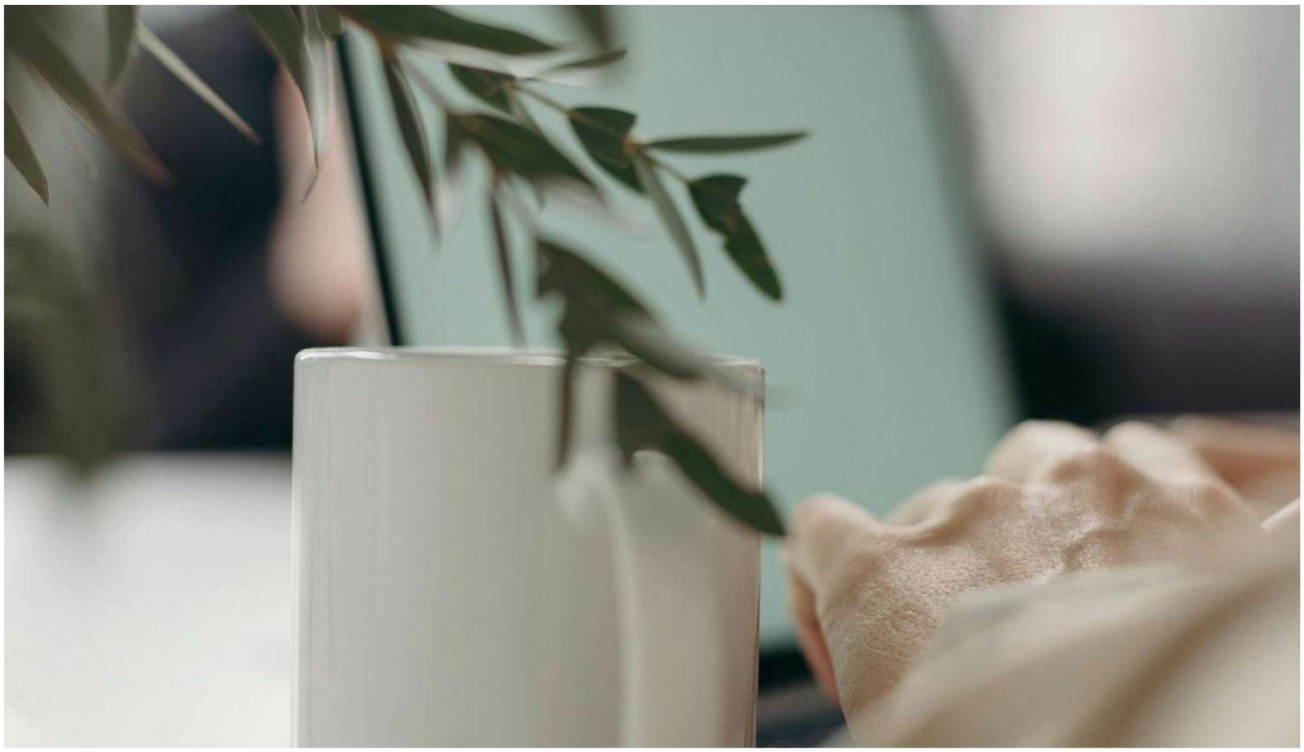
Over the past two decades, societal values have notably evolved, with a pronounced focus on environmental preservation and social equity. This mindset shift profoundly influences consumer preferences and investor demands, compelling companies to reimagine their business strategies.

Particularly noteworthy is the influence of younger generations driving this transformation. With heightened awareness of global issues, they actively advocate for sustainable practices, exemplified by movements like Fridays for Future, which underscore the imperative of addressing climate change.

In response, businesses are acknowledging the imperative to adapt. They recognise that consumers increasingly favour brands that genuinely commit to sustainability and ethical conduct.
Consequently, companies are integrating environmental and social considerations across their operations, from responsibly sourcing materials to ensuring equitable treatment of workers across the supply chain.

The rise in legal actions against companies for environmental harm further underscores the significance of corporate accountability. It is increasingly evident that businesses must recognize their impact on the planet and society.

Individuals' evolving attitudes and behaviours are compelling companies to reassess their priorities and embrace sustainability. This paradigm shift transcends mere trendiness, fundamentally reshaping business operations in a landscape where social and environmental responsibility are indispensable to long-term success.



DATA ACCESSIBILITY & ACCURACY

In corporate sustainability, a notable shift is occurring towards enhanced data accessibility and transparency. Advancements in technology, regulatory mandates, and a burgeoning demand for accountability in corporate conduct propel this transformation.

Technological breakthroughs have revolutionised data collection, analysis, and reporting concerning environmental, social, and governance (ESG) performance. With the proliferation of digital tools and platforms, coupled with a surge in data literacy, sustainability metrics such as energy consumption, waste generation, and greenhouse gas emissions are now more readily accessible and analysable than ever before.

Simultaneously, regulatory bodies worldwide impose stricter reporting standards and disclosure frameworks to ensure companies furnish comprehensive and dependable information on their ESG efforts. This regulatory momentum is expected to persist as governments recognise the pivotal role of transparency in addressing urgent global challenges like climate change and social disparity. Moreover, increased data availability offers a potent tool in combating greenwashing – the deceptive practice of misrepresenting a company's environmental commitments.

By furnishing access to precise and comprehensive data, organisations can showcase their dedication to sustainability in a transparent and verifiable manner, thereby fostering trust and credibility among stakeholders.

ECONOMIC OPPORTUNITIES

Improving a company's ESG performance can yield substantial reductions in operational expenses. Streamlining processes can lead to diminished utilities, fuel, waste management, and water treatment expenditures. Additionally, adhering to eco-friendly design principles in product development can reduce material and packaging usage and consequently trim transportation costs.

Furthermore, alignment with ESG principles offers a significant advantage in securing funding. Financial institutions increasingly support companies demonstrating robust ESG performance, recognising such practices' enduring value and resilience. Additionally, stock indices incorporating ESG factors consistently outperform traditional indices, indicating the financial benefits of prioritising environmental, social, and governance considerations. For instance, since 2009, the MSCI Europe ESG Leaders index has boasted a market value 10% higher than its non-ESG counterpart, underscoring the potential for sustainable growth and enhanced resilience.

Cumulative Index performance - gross returns (EUR)
March 2009 - April 2025

Source: MSCI Europe Selection Index Factsheet (April 2025)


SALICE

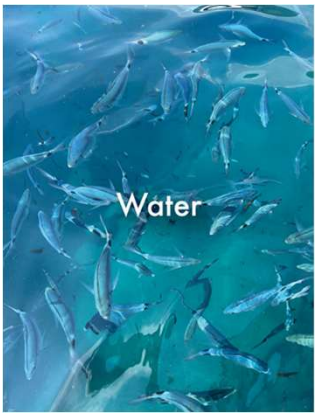
SALICE

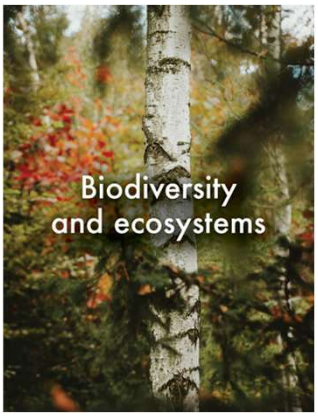
4

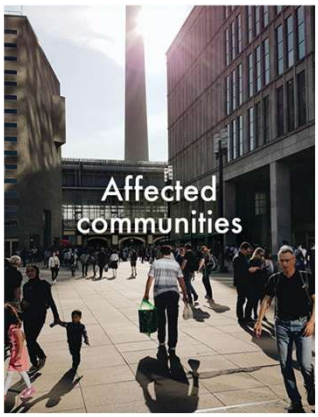
Sustainability Plan *Salice*

SALICE

Topics and sub-topics








SALICE

Salice conducted an analysis of impacts, risks, and opportunities using data from the Salice Internal Sustainability Assessment. This assessment was prepared by LIITO with the support of the research group led by Professor Diamantini from the University of Milano-Bicocca.

For the materiality analysis, Salice referred to a list of sustainability topics initially derived from the European Sustainability Reporting Standard (ESRS).

First, Salice conducted an Initial Risk Opportunity (IRO) assessment to exclude from its Sustainability Plan the topics not considered material. This process adheres to the principle of double materiality, enabling the identification of areas that require attention for setting improvement targets.

Below are the sustainability topics divided into pillars and sub-pillars, as deemed relevant by the organization.

The following sections of the document provide details on the specific areas of interest identified by the working group. These sections outline targets, KPIs, deadlines, initiatives, resource allocation, and designated responsible persons.

Environment

Climate change

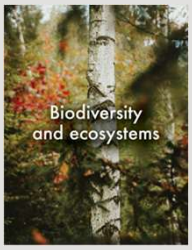
- Climate change adaptation
- Climate change mitigation
- Energy consumption

Pollution

- Pollution of air
- Pollution of water
- Pollution of soil
- Pollution of living organisms and food resources
- Microplastics

Water

- Water resources
- Marine resources



Biodiversity and ecosystems

- Direct impacts on biodiversity loss
- Impacts on the extent and condition of ecosystems
- Impacts on the state of species
- Impacts and dependencies of ecosystem services

Resource use and circular economy

- Resources inflows, including resource use
- Resource outflows related to products and services
- Waste management

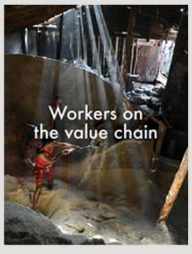
Social

Working conditions of own workforce

- Health and safety
- Work-life balance
- Process of engagement, involvement and dialogue with workers and workers' representatives

Equity within own workforce

- Training and skills development
- Equal pay for work of equal value
- Gender equality in leadership positions



Workers along the value chain

- Secure employment, adequate wages and working hours
- Freedom of association and collective bargaining
- Health and safety
- Protection of other labor-related rights (child labor, forced labor)

Affected communities

- Relation with local stakeholders
- Affected communities' economic, social and cultural rights
- Affected communities' civil and political rights
- Rights of indigenous people
- Philanthropy

Consumers and end-users

- Information-related impacts for consumers and/or end-users
- Personal safety of consumers and/ or end-users
- Social inclusion of consumers and end-users

Governance

Organisational culture

- Sustainable behaviors
- Recognition and embracement of uniqueness of each individual
- Explicit and implicit values
- Leadership styles

Business conduct

- Corruption and bribery
- Protection of whistle-blowers
- Political engagement and lobbying activities
- Management of relationships with suppliers including payment practices
- ESG governance

Sustainability topics considered material

Environment

- **Climate change mitigation**
- **Climate change adaptation**

- **Circular procurement of materials**
- **Waste management**

- **Hazardous substances**

Social

- **Health and safety**
- **Work-life balance**

- **Training and skill development**

- **Initiatives in the local area**

Governance

- **Responsible supply chain**

- **Quality information for consumers and end-users**
- **Health and safety for consumers and end-users**

- **Explicit and implicit values**

- **ESG governance**

SALICE

A /
Targets

SALICE

Pillar

Climate change

Sub-pillar

Climate change mitigation

Description

According to the IPCC, climate change mitigation is achieved by “limiting or preventing greenhouse gas emissions and by enhancing activities that remove these gases from the atmosphere”. Hence, included in climate change mitigation are all the targets and initiatives that aim to reducing GHG emissions and holding the increase in the global average temperature to well below 2° C and pursuing efforts to limit it to 1,5° C above pre-industrial levels, as laid down in the Paris Agreement. Reducing GHG emissions will provide environmental benefits by lessening the burden on climate change while providing energy savings to the company.

Standard references

ESRS-E1

SDGs

TARGETS

1. 37% reduction in Scope 1 & 2 GHG emissions by 2028
2. 50% reduction in Scope 2 GHG emissions by 2029
3. Promote and incentivize sustainable mobility
4. Calculate Scope 3 GHG emissions

VISION

Reduce greenhouse gas emissions

Pillar

Climate change

Sub-pillar

Climate change adaptation

Description

Climate change adaptation refers to the process of adjusting natural, social, and economic systems to actual or expected climate changes in order to reduce negative impacts and take advantage of potential opportunities. Adaptation includes all actions and strategies implemented to increase the organization's resilience to extreme weather events (such as heatwaves, floods, or droughts), shifts in temperature and precipitation patterns, or disruptions in supply chains.
Assessing and enhancing adaptive capacity enables the company to protect its productive assets, ensure business continuity, and reduce physical risks associated with climate change, thereby contributing to more sustainable and forward-looking management.

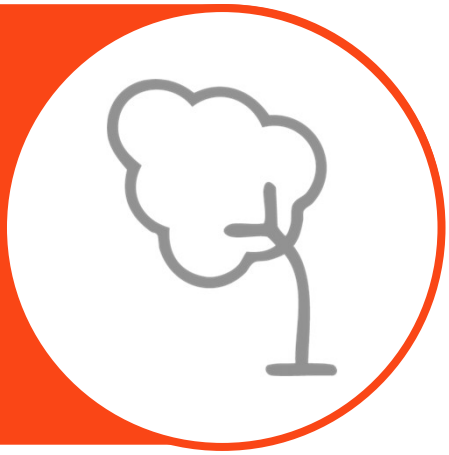
Standard references

ESRS-E1

SDGs

TARGETS

Increase resilience to extreme climate events



VISION

Become a climate-resilient company, capable of anticipating environmental risks and protecting its productive assets

SALICE

Pillar

Resource use and circular economy

Sub-pillar

Resources inflows

Description

In a circular economic system the value of products, materials and other resources is maintained for as long as possible, enhancing their efficient use in production and consumption, thereby reducing the environmental impact of their use and minimising waste. By researching the circularity of resource inflows the organisation should aim to reduce the intake of virgin materials and increase the amount of materials from reuse, recycled products and renewable sources.

Standard references

ESRS-E5

SDGs

TARGETS

1. Increase awareness of the amount of recycled material purchased

1. Increase awareness of the amount of recycled material purchased

VISION

Promote innovative solutions that reduce the purchase of virgin materials by enhancing the use of regenerated resources and circular processes.

Pillar

Resource use and circular economy

Sub-pillar

Waste management

Description

By adopting a circular economy approach, organisations aim to minimise waste generation, promote resource efficiency and extract value from discarded materials. By adopting innovative policies and responsible practices, industries around the world are striving to reduce their environmental impact and contribute to a more sustainable future. As a reference, organisations should implement the waste hierarchy (in order of priority): prevention,preparing for re-use, recycling;, other recovery (e.g., energy recovery) and, finally, disposal.

Standard references

ESRS-E5

SDGs

TARGETS

Enhance staff awareness and sensitivity regarding waste reduction and responsible waste management

VISION

Increase awareness of waste separation and reduce the amount of waste generated

Pillar

Pollution

Sub-pillar

Hazardous substances

Description

The production or management of pollutants by an organization can have potentially negative impacts on the environment and human health. Organizations that have identified pollution as a material issue in relation to their activities are expected to define their plans and capacity to adapt their strategy and business model in alignment with the transition to a sustainable economy and with the goals of preventing, reducing, and eliminating pollution.
The aim is to create a non-toxic, pollution-free environment, in line with the EU's Zero Pollution Action Plan for air, water, and soil. The issue of pollution is closely linked to other environmental subtopics such as climate change, water and marine resources, biodiversity, and the circular economy.

Standard references

ESRS-E2

SDGs

TARGETS

Reduction in the use of hazardous substances in production processes

VISION

Eliminate the production of pollutant substances

SALICE


SALICE

Pillar

Working conditions of own workforce

Sub-pillar

Health and safety

Description

Prioritising health and safety in the workplace is pivotal for any organisation's sustainability. Companies must uphold stringent measures to safeguard their workforce from potential risks and hazards. By implementing robust health and safety protocols, organisations not only comply with regulations but also foster a culture of care and responsibility. Ensuring a safe work environment not only protects employees from harm but also contributes to increased productivity and reduced costs associated with accidents and injuries.

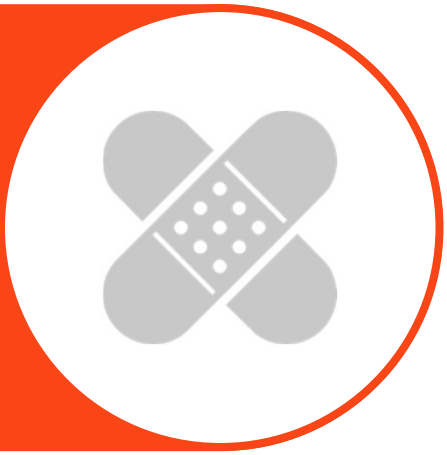
Standard references

ESRS-E5

SDGs

TARGETS

1. Promote safe, healthy, and sustainable work environments for employee well-being
2. Reduce the risk of workplace injuries



VISION

Promote safe, healthy, and sustainable work environments for employee well-being

Pillar

Working conditions of own workforce

Sub-pillar

Work-life balance

Description

In sustainable employee management, promoting work-life balance is essential. This includes offering comprehensive parental leave, flexible leave options, and retirement plans tailored to employees' needs. These measures support employee well-being, reduce burnout, and ensure a smooth transition into retirement, enhancing overall productivity and sustainability. In addition, a gender balance in the sharing of family care responsibilities ensures equal opportunities for men and women to choose how and how much to balance their work and private life.

Standard references

ESRS-E5

SDGs

TARGETS

1. Achieve 20% of remote working hours among the eligible workforce
2. Improve workplace comfort
3. Increase the number of employee benefits

VISION

Promote safe, healthy, and sustainable work environments for employee well-being

Pillar

Equity

Sub-pillar

Equal training and skills development

Description

Upholding the principles of inclusive and equitable access to quality education, the commitment extends to promoting lifelong learning opportunities for all. By providing opportunities for employees to acquire precise skills and knowledge tailored to enhance performance, organisations strengthen both individual and collective competencies. Recognised as a cornerstone of career advancement, training serves as a key tool in fostering professional growth and contributing to organisational success. The equitable distribution of training opportunities demonstrates a commitment to providing all employees with equal opportunities to realise their potential within the organisation.

Standard references

ESRS-S1

SDGs

TARGETS

1. Introduce a skills assessment and development program
2. Increase training on diversity and inclusion topics

VISION

Promote a fair and inclusive work environment that values skills development, diversity, and professional growth for all individuals, eliminating all forms of discrimination.


SALICE

Pillar

Affected communities

Sub-pillar

Actions on local area

Description

The "triple helix" model, developed by Etzkowitz and Leydesdorff in the 1990s, represents the relationship between the key actors in innovation and territorial development. Evolving to address sustainability, it now consists of two interconnected triple helices: one involving universities, industry, and government, and the other involving universities, government, and civil society. According to this model, organizations should engage with these actors to promote sustainable development initiatives with significant local impact.

Standard references

ESRS-S3

SDGs

TARGET

Strengthen the company's social role through volunteer initiatives

VISION

Be a positive agent of change, contributing to social well-being and the sustainable development of the territories in which we operate.


SALICE

Pillar

Consumers and end-users

Sub-pillar

Quality information for consumers and end-users

Description

The sub-pillar Personal safety of consumers and/or end-users highlights safeguarding consumer well-being in the marketplace. This encompasses prioritizing product safety, adhering to quality standards, and maintaining transparent risk communication. Furthermore, companies are encouraged to actively engage with consumers and end-users, incorporating their feedback into safety protocols and product development processes. By fostering this dialogue, companies not only reinforce trust but also ensure that consumer concerns are effectively addressed, thus contributing to broader social welfare and sustainable development objectives.

Standard references

ESRS-S4

SDGs

TARGET

Improve interaction with customers and understanding of their needs

VISION

Consolidate customer loyalty by creating valuable experiences that build lasting relationships.

Pillar

Consumers and end-users

Sub-pillar

Personal safety of consumers and/or end-users

Description

The organization is responsible for identifying, reporting, and mitigating any risks to customers and end users arising from the use of its products and services, including risks related to data management and protection. These risks may involve intrinsic characteristics of the product/service, cybersecurity vulnerabilities, misuse of personal information, or lack of clear communication regarding operation and safe usage. In particular, safeguarding privacy and cybersecurity is crucial, especially when end users are vulnerable individuals or operate in high-risk digital environments. The presence of structured procedures, updated cybersecurity measures, and direct involvement of end-user representatives are essential elements to monitor and reduce negative impacts while protecting user trust and safety.

Standard references

ESRS-S4

SDGs

TARGET

Enhance cybersecurity risk management and ensure safe, controlled, and standardized data usage

VISION

Ensure the highest level of data security and integrity throughout the entire value chain by adopting advanced cybersecurity standards to protect customers and partners.

Pillar

Organisational culture

Sub-pillar

Explicit and implicit values

Description

The formalisation of an organisation's values, principles and standards is one of the fundamental steps to create understanding and eventual adherence and involvement on the part of internal and external stakeholders. This formalisation may be a simple formal step, perhaps carried out a priori by the company management, or the outcome of an involving and co-generative process for all the authors involved. Moreover, the actual or perceived coherence between the declared values and those actually acted upon by the organisation is a further crucial aspect to be taken into account in the analysis of impacts, risks and opportunities in the relationship between the organisation and its stakeholders. The smaller the divergence between the declared and acted corporate culture, the more it will be possible to devise strategies, structure policies and guide the stakeholders themselves on the behaviour to be adopted so that they are consistent with the company's aims and ethics.

Standard references

ESRS-G1

SDGs

TARGETS

1. Building an organisational culture based on sustainability, inclusion and innovation
2. Increase awareness of sustainability topics

VISION

Building an organisational culture based on sustainability, inclusion and innovation

SALICE


SALICE

Pillar

Business conduct

Sub-pillar

ESG governance

Description

ESG Governance highlights the vital need for robust frameworks to address ESG concerns. This aspect underscores the importance of effective oversight and management structures to integrate ESG considerations into corporate decision-making processes. Recognising the significance of having designated ESG managers and formal systems to handle ESG matters is increasingly widespread. These frameworks aid in developing and implementing ESG strategies, ensuring alignment with sustainability goals. Prioritising ESG governance enhances transparency, accountability, and stakeholder confidence, fostering long-term resilience and value creation.

Standard references

ESRS-G1

SDGs

TARGETS

1. Operating transparently towards all stakeholders
2. Reduce the company's environmental impact

VISION

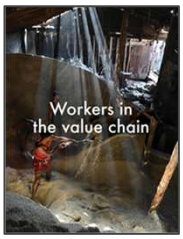
Operating transparently towards all stakeholders

SALICE


SALICE

Pillar

Workers in the value chain



Sub-pillar

Responsible supply chain

Description

This underlines the importance of promoting sustainable and ethical relationships with suppliers, ensuring fair treatment and collaboration. Companies are encouraged to establish transparent and responsible practices in their relationships with suppliers, promoting mutual trust and long-term partnerships. By prioritising fair treatment and promoting positive relationships with suppliers, companies not only meet ethical standards, but also contribute to broader social and economic sustainability goals.% of Italian sites covered by ISO 14001.

Standard references

ESRS-S2

SDGs

TARGET

Promote sustainability among suppliers

VISION

Improving the company's control along the value chain.


YOU DON'T
ALWAYS NEED A PLAN
SOMETIMES YOU
JUST NEED TO BREATHE,
TRUST, LET GO,
AND SEE WHAT
HAPPENS

SALICE

SALICE

5

Who created the plan?

SALICE

5.1

LIITO’s Team

LIITO is the hub of an ecosystem of companies capable of assessing all aspects of organisations that relate to ESG issues. It is the union of a range of expertise made possible by the partnership with SCOA - The School of Coaching, Performant by SCOA and the valuable contribution of Prof. Davide Diamantini's team at the University of Milan-Bicocca.

LIITO

LIITO is a company that shows large companies and small and medium-sized enterprises that sustainable business is possible. Founded in Milan in 2022, it is rapidly making a name for itself in the industry, thanks in part to a multidisciplinary team that covers a wide range of skills needed to analyse all aspects of organisations related to sustainability.
Indeed, there is no one-size-fits-all approach to sustainability.

That's why LIITO has brought together individuals from diverse backgrounds and created an ecosystem of companies that collectively examine organisations from various perspectives to develop the best ESG strategy based on specific needs. The goal is to create a virtuous circle of mutual protection between companies, people, society and the environment. This will be achieved through sustainability assessment services, tailor-made operational plans for sustainable change, and dedicated training.


SALICE

CONTACTS

Anja Puntari

Founder and Managing Partner

anja.puntari@liito.it
+39 3349425442

Antonio Pecoraro

Key Account Manager

antonio.pecoraro@liito.it
+39 3313545282

Claudia Bosio

Junior Sustainability Analyst

claudia.bosio@liito.it
+39 3459029882

LIITO

SUSTAINABILITY PLAN - Data compilation support by LIITO

SALICE

SALICE