

RAFFMETAL



*Be the change.
Low-carbon aluminium
for a sustainable future.*

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01. RAFFMETAL AND SUSTAINABILITY

Letter from the President

Globally, we are witnessing epochal transformations linked both to the introduction of new vehicle emission standards and the progressive electrification of the automotive sector, as well as the new guidelines to make Europe carbon neutral by 2050, contained in the Green Deal.

All these changes require companies to be proactive and resilient: peculiarities already inherent in Raffmetal's personality, which have always encouraged us to continue to invest in innovation for productive, energy and environmental efficiency with a view to sustainable development.

The results achieved in 2019 testify to a long-term corporate vision focused on sustainability and the circular economy, able to offer the market a sustainable product thanks to its low carbon footprint.

For this reason, we will continue to invest in environmental, economic and social sustainability: to guarantee the maintenance of our essential function within the recycling chain, ensuring employment and continuing to generate wealth for our territory and for the entire country.

Orlando Niboli



Orlando Niboli
President of Raffmetal

Raffmetal

Today, Raffmetal is Europe's largest manufacturer of foundry aluminium alloys using only recycled aluminium.

With an annual productive capacity of over **250,000 tons/year**, **381 employees** and **2 production plants in Casto and Odolo**, in the Brescia area, the Company meets **the needs of international customers that operate in various sectors**.

The **values shared** by Raffmetal all revolve around the core value of the work. The components of productivity, fellowship, shared responsibility are decisive in company policy.

RAFFMETAL			
	YEAR	2018	2019
TURNOVER	€	469,600,000	398,879,000
INVESTMENTS	€	12,000,000	14,000,000
EMPLOYEES	No.	360	381



Raffmetal
Via Malpaga 82, 25070 Casto (BS) Italy
Loc. Ferriera 5, 25070 Casto (BS) - Italy



Raffmetal
Via Brescia 60, 25076 Odolo (BS) - Italy

250,000 ton/year of recycled aluminium alloys produced

2 production facilities **165,000** m², of which **100,000** m² covered

The products

Raffmetal produces recycled aluminium alloys in compliance with national and international standards and on specific customers' requests. Products are of two types: **aluminium alloy ingots** in continuous casting and **aluminium in liquid form**.



BENEFITS OF CONTINUOUS CASTING ALUMINIUM INGOTS FOR CUSTOMERS







- High metal yield of the product;
- A finer, more homogeneous aluminium structure;
- Effective storage;
- Traceability system.



BENEFITS OF LIQUID ALUMINIUM FOR CUSTOMERS

- Reduction by 156 kg CO₂/ton of aluminium and 90% of less emissions into the atmosphere compared to traditional ingot remelting;
- Saving of 80 m³ methane/ton of aluminium;
- 1.5% increase in melting capacity per ton of aluminium;
- Zero costs of loading-unloading and storage.

From 2021, Raffmetal will include in its range of products **high-performance recycled primary aluminium alloys, having equal performance compared to primary alloys produced by electrolysis**. This expansion of the range will be possible thanks to the deep knowledge of raw materials and their processing, sorting and melting phases together with all innovative processes and systems for the treatment and sorting of the material.

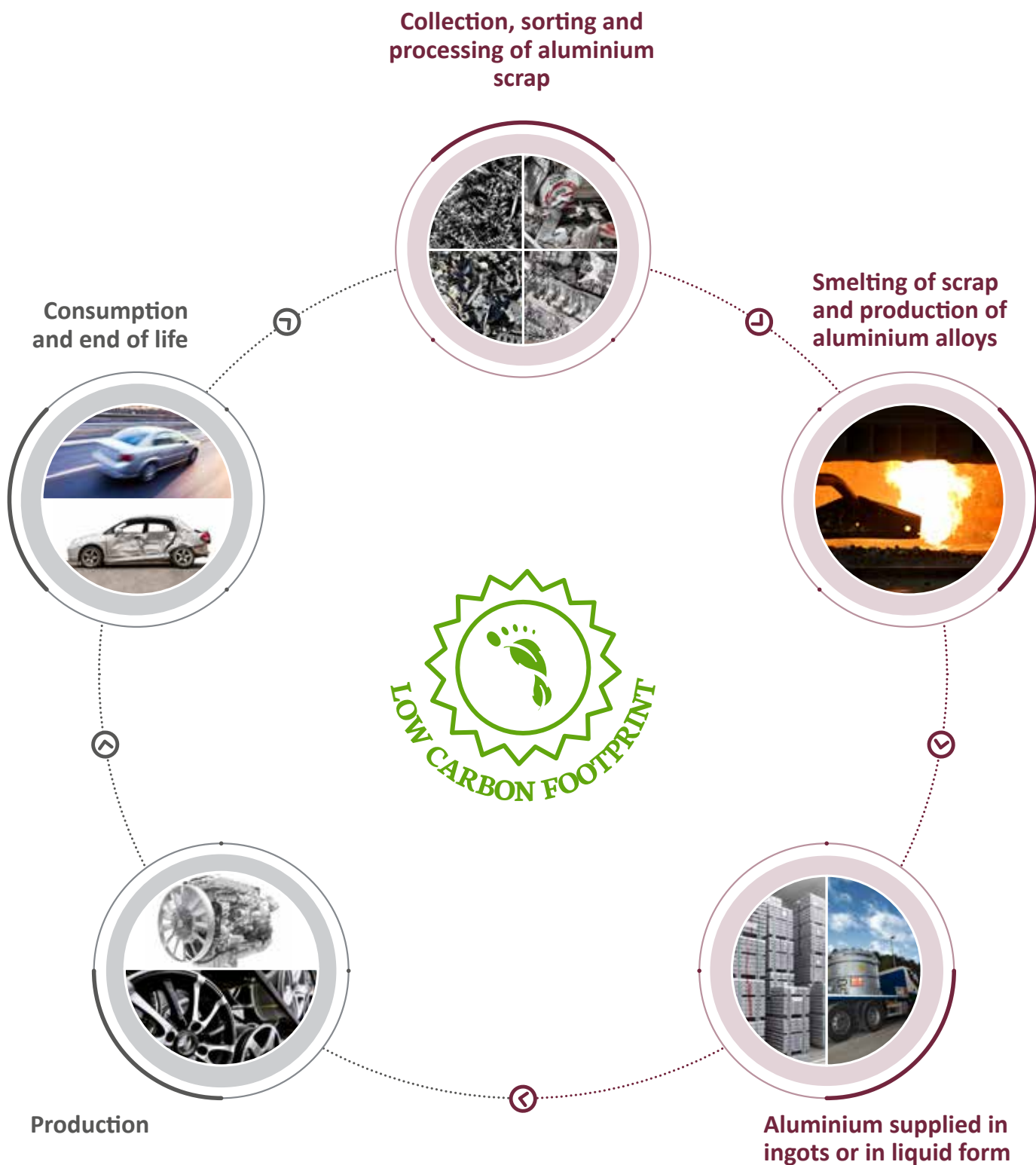
ACTIVITIES	WHERE	WHY
 SORTING AND PROCESSING OF RECYCLED RAW MATERIALS	 RAFFMETAL - ODOLO	<ul style="list-style-type: none"> • KNOW-HOW • SYSTEMS • SALES NETWORK
 PRODUCTION OF ALLOYS HAVING A LOW CARBON FOOTPRINT	 SPECIAL ALLOYS PLANT	INNOVATION PLANT ENGINEERING
 SALE	 SALES NETWORK RAFFMETAL	CONSTANT CONTROL OF THE MARKET



Raffmetal's circularity

Raffmetal is the reference point and benchmark of the circular economy. Operating with a focus on continuous improvement, both from a system and from an R&D standpoint, allows us to increase the ability to recycle all types of aluminium scrap and to achieve multiple benefits.

Recycled aluminium is the concrete alternative to the use of primary aluminium, both in terms of quality and environment, thanks to its low carbon footprint.



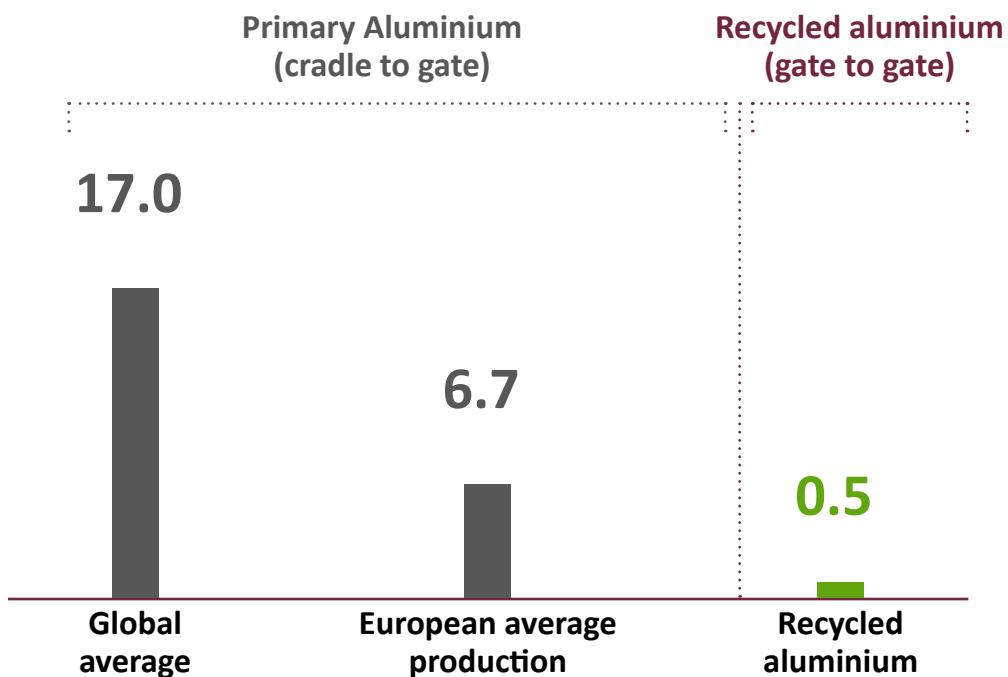
Recycled aluminium and its low carbon footprint

Aluminium is classified as **primary**, i.e. from mining the mineral (bauxite), and **recycled**, which comes from the recovery and exploitation of scrap. The carbon footprint is different depending on the energy sources used during production processes and the production market.

The production process of recycled aluminium alloys requires only 5% of energy compared to the production of the primary metal, with a carbon footprint of 0.5 ton CO₂e/ton of produced aluminium (gate to gate).

CARBON FOOTPRINT OF THE DIFFERENT TYPES OF ALUMINIUM PRODUCTION*


(ton of CO₂e/ ton of Al produced)




*Data source: EA Circular Aluminium Action Plan (2020)

Using recycled aluminium alloys is the best choice for the environment in terms of energy savings, zero mining and maximisation of recovery.

COMPARED TO THE PRODUCTION OF PRIMARY ALUMINIUM 1 TON OF RECYCLED ALUMINIUM ALLOWS:


-92.5%
CO₂ EMISSIONS


-95%
ENERGY

* Data source: EA Vision 2050 (2019) , EA Environmental Profile (2018)

Why choose Raffmetal's recycled aluminium?

The strengths of Raffmetal's internal production process allow for a sustainable product with a low carbon footprint.

RAW MATERIALS

Raffmetal uses 100% recycled aluminium, which allows:

- Upstream: to **avoid the exploitation of natural resources** from mining.
- Downstream: to **eliminate the cost of disposing of metal scrap** which would otherwise be landfilled and therefore considered waste.

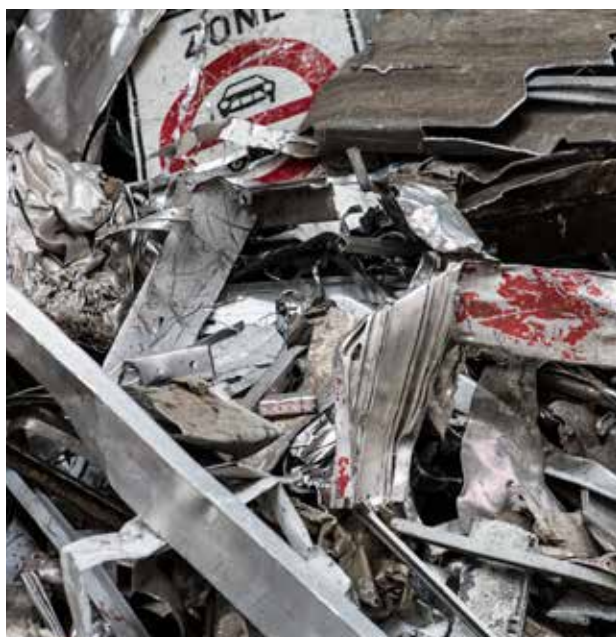


Thanks to Raffmetal's contribution in the circular economy sector, 5 million tons of aluminium scrap has been recovered and recycled over more than forty years, for an equivalent saving of 29 million tons of CO₂ compared to the mining and production of primary aluminium.



The technological know-how acquired by Raffmetal makes it possible to **select and recover countless types of material**, both pre-consumer and post-consumer.

A policy aimed at the continuous improvement of processes and systems for the exploitation of scrap allows countless advantages in terms of productivity, energy, alloy quality and consequent reduction of the carbon footprint of the finished product.



INNOVATIVE PRODUCTION PROCESS

Raffmetal's smelting process generates zero waste.

All residues from the melting process are recycled and exploited thanks to the revolutionary **salt residue recovery system**, installed as far back as 1989, which has allowed us to open the winning path of recycling that still today is an **excellence of circular economy**.

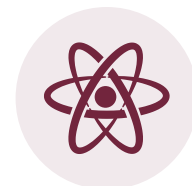


Moreover, Raffmetal is the only company in Italy able to supply both aluminium alloys in ingots and in the liquid form.

The supply of aluminium alloys in the liquid form allows considerable energy savings to our customers avoiding the re-melting of ingots as well as an important reduction in terms of CO₂ emissions into the atmosphere, thereby lowering the carbon footprint of the finished product.

ENERGY EFFICIENCY

Raffmetal has always applied a company strategy aimed at the **recovery of all thermal residue available in the company**, constantly innovating systems and reducing the need for energy from fossil fuels.



The heat recovery plant, installed in 2014, with an investment of over € 35 million, provides for the recovery of the heat contained in the exhaust gases coming from the afterburners of the rotary kilns, from the plant for the recovery of the melting by-products and from the drying plant. Self-produced heat **allows a saving of methane corresponding to 12,500 tons of CO₂ per year**.

In the next few years investments will be made to open up the possibility of building, in agreement with institutional entities, a district heating system for the municipalities surrounding the company.

ENVIRONMENTAL SUSTAINABILITY

The environmental policy reinforces the approach to sustainable development that Raffmetal has always pursued. Management procedures, investments in systems and actions aimed at mitigating emissions, water consumption and protecting biodiversity and woodland flora are proof of this.



In 2013 an **oxygen pipeline** was built, with an investment of over € 7 million, which improves both environmental sustainability in terms of reducing CO₂ emissions and safety by removing 2,500 trucks per year from the road.

WHY CHOOSE RAFFMETAL'S RECYCLED ALUMINIUM?

FROM THE "GATE TO GATE" LIFE CYCLE ANALYSIS IT EMERGES THAT 1 KG OF RECYCLED ALUMINIUM IN INGOTS PRODUCED BY RAFFMETAL HAS A CARBON FOOTPRINT EQUAL TO:


0.34 kg CO₂e/kg of Al



 **100%**
Recycled
Raw Material

 Smelting
Process
0 WASTE

 Systems
Innovation

 Energy
Efficiency

 Heat
Recovery Plant

 Environmental
Sustainability

CHOOSING RAFFMETAL'S 100% RECYCLED ALLOYS ENSURES A PRODUCT WITH HIGH PERFORMANCE AND LOW CARBON FOOTPRINT

Raffmetal, together with the Department of Physical, Earth and Environmental Sciences of the **University of Siena** has undertaken, at the beginning of 2019, LCA-based monitoring of the production chain in order to analyse the environmental performance of its production.

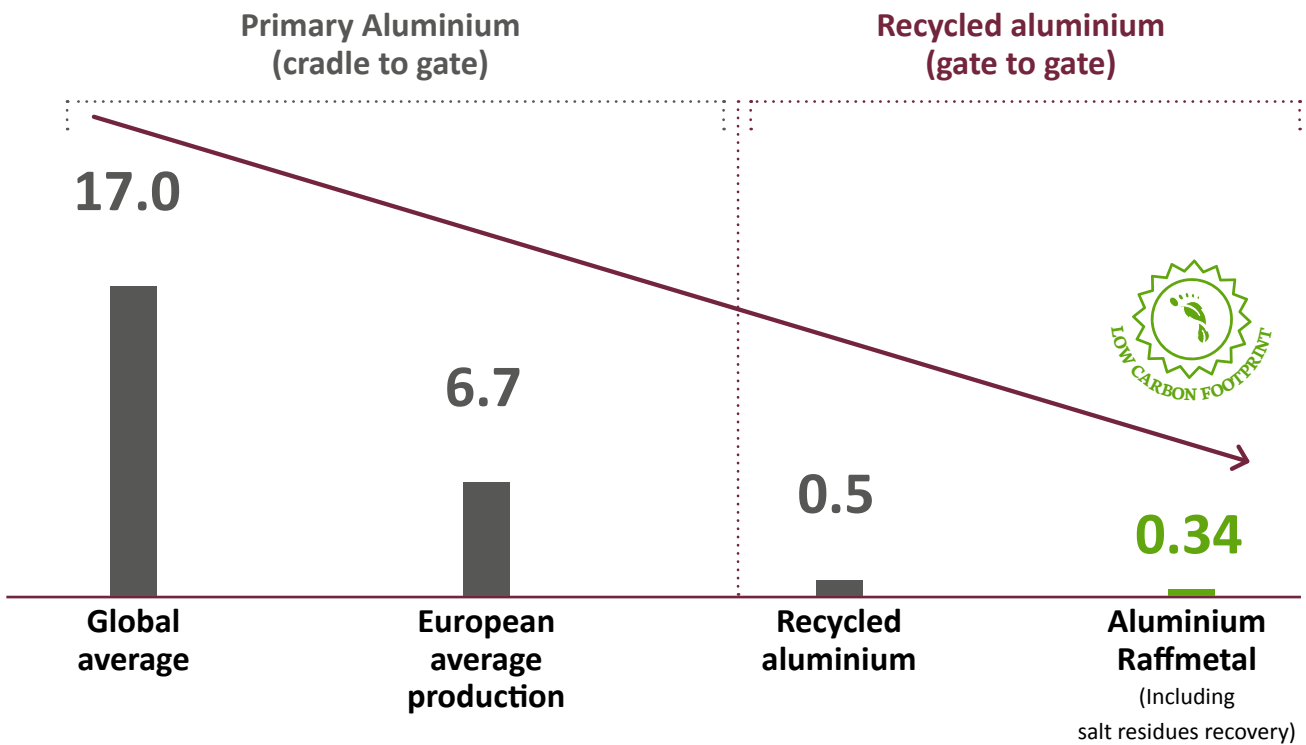


Life Cycle Assessment (LCA) is a quantitative tool for assessing the impacts of a product or service on the environment, throughout its life cycle.

Following an initial assessment and interviews organised together with the University, we defined the scope of the system, i.e. "gate to gate". The defined functional unit is 1 kg of aluminium in ingots.

CARBON FOOTPRINT OF THE DIFFERENT TYPES OF ALUMINIUM PRODUCTION*

(kg of CO₂e/ kg of Al produced)



*Data source: EA Circular Aluminium Action Plan (2020)

**Data source: Raffmetal's gate to gate LCA and University of Siena

The carbon footprint of 1 kg of aluminium ingots by Raffmetal is lower than the European average for recycled aluminium if the calculation also includes the impact of the salt residues recovery systems.

COMPARED TO THE EUROPEAN AVERAGE PRODUCTION OF PRIMARY ALUMINIUM 1 KG OF RAFFMETAL'S RECYCLED ALUMINIUM GUARANTEES:

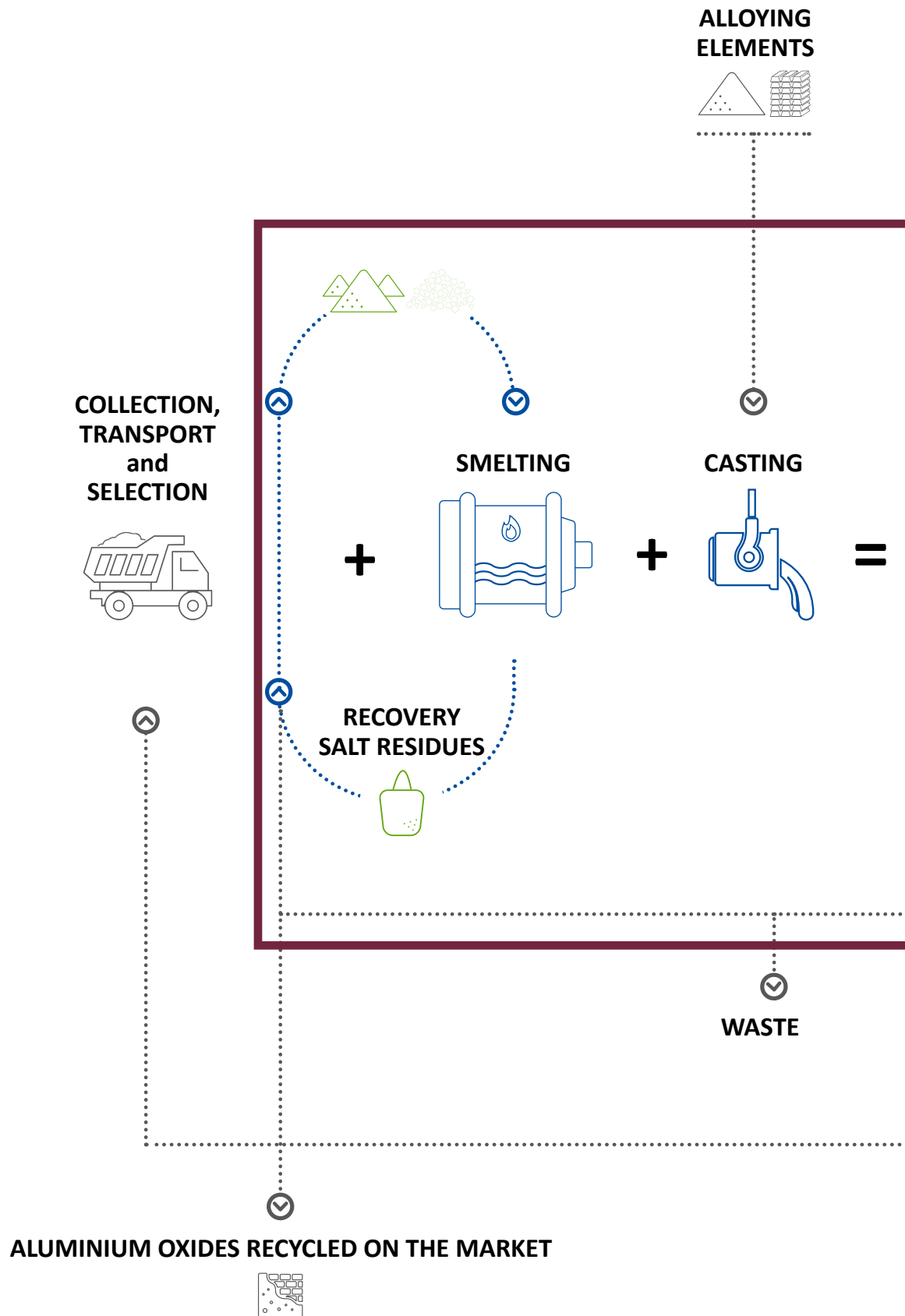


-94.9%

CO₂ EMISSIONS

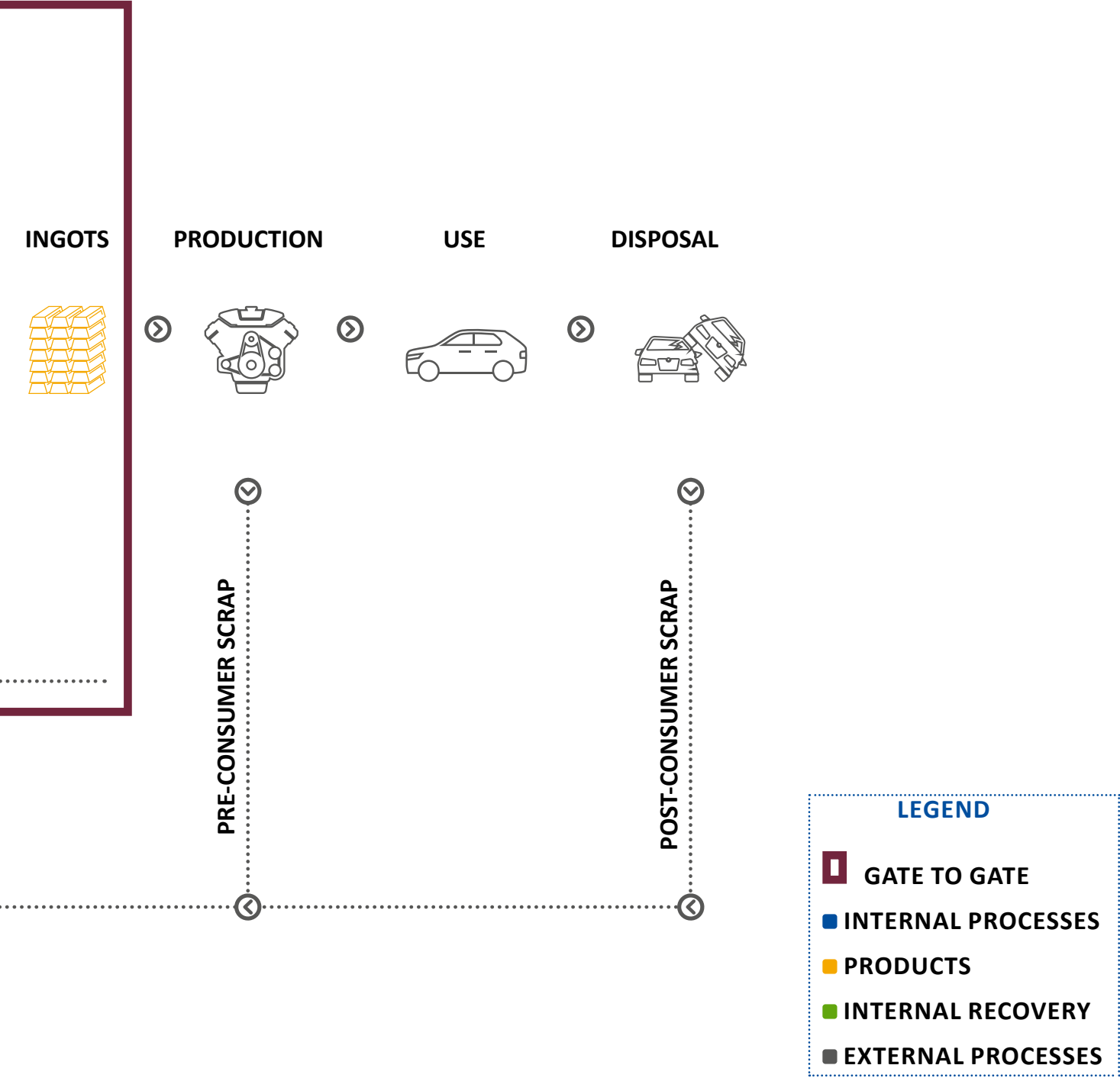
Life Cycle Assessment - (LCA) in Raffmetal

Perimeter of "gate to gate" Life Cycle Assessment (LCA) by Raffmetal



0.34 kg $\text{CO}_2\text{e/kg of Al}$

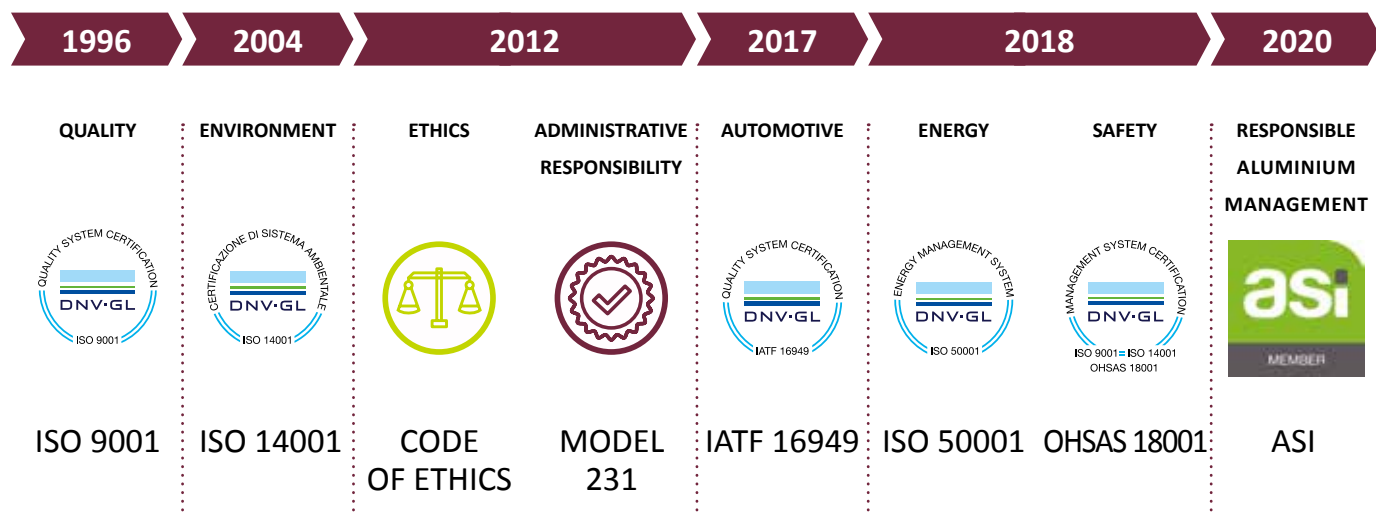
GATE TO GATE CARBON FOOTPRINT OF 1 KG OF RECYCLED ALUMINIUM AT RAFFMETAL



Certifications

The certifications of the management and organisation systems, the statements of responsibility and accountability, transparency and ethics lend Raffmetal an undisputed added value as **quality supplier, responsible and attentive to environmental, energy and safety aspects.**

The path of continuous improvement has led over the years to undertake specific management paths aimed at obtaining and maintaining numerous international certifications involving different areas: QUALITY, ENVIRONMENT, ETHICS, ADMINISTRATIVE RESPONSIBILITY, AUTOMOTIVE, ENERGY, SAFETY, RESPONSIBLE MANAGEMENT OF ALUMINIUM.



ASI CERTIFICATION - ALUMINIUM STEWARDSHIP INITIATIVE

Raffmetal decided to voluntarily adhere to ASI (Aluminium Stewardship Initiative), a global standard-setting and certification organisation that aims to produce, procure and manage aluminium responsibly on a value chain approach.

This important certification **defines environmental and social standards for aluminium production**, which increase the reputation of the company as a business that is protecting both its employees and its customers, and the latter are aware of making socially responsible purchases.

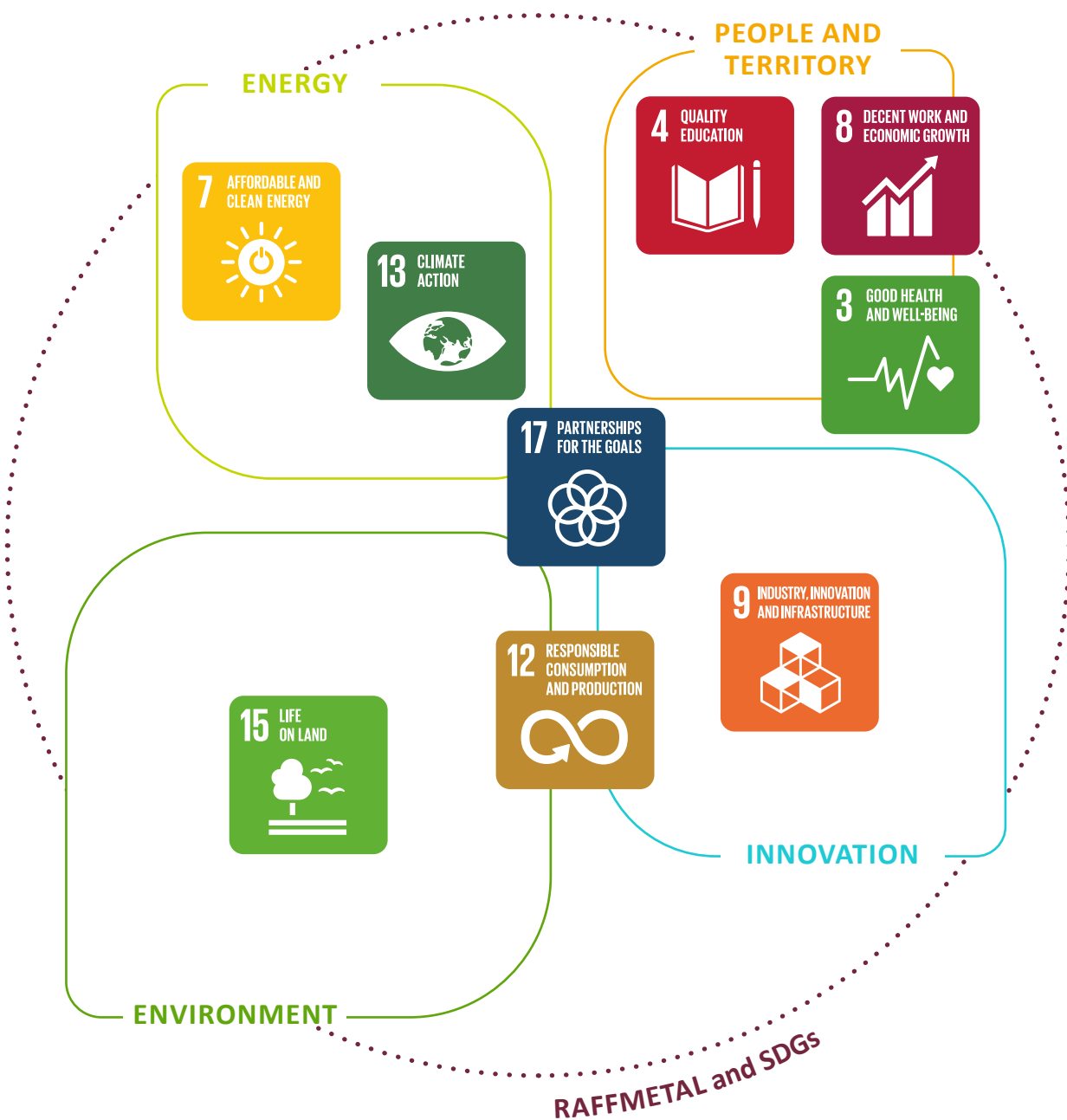
In **July 2020 Raffmetal obtained ASI Performance Standard certification** certifying **sustainability of production and trade** by the company of standardised and industrial aluminium alloys in ingots in continuous casting and liquid form, through the stages of purchase, storage, sorting and processing of scrap metal in the two **production plants of Casto and Odolo.**



Sustainability for Raffmetal

Since 2013, Raffmetal implemented a sustainability policy based, first and foremost, on the pursuit of a circular economy and on a solid research and development structure that implements the efficiency of production processes. The involvement of employees and the local community is the core around which we build our policy of social responsibility.

In 2016, the 17 United Nations Sustainable Development Goals (SDGs), which are part of Agenda 2030, came into force. By analysing its value chain, Raffmetal has identified which SDGs are relevant for the company and then linked them to its sustainability projects.



02. ECONOMIC SUSTAINABILITY

Wealth distributed

For Raffmetal, economic responsibility means developing and maintaining a high level of its ability to do business, guaranteeing the quality of the products offered to its customers, creating new synergies and added value that is shared with: employees, suppliers of the company and the territory in which we are located.

Distributed added value measures the economic and financial wealth produced by the company and distributed to employees and suppliers with whom the company collaborates. It is calculated from the difference between the value of production and the cost of goods and services purchased from outside to carry out one's own production activity.

Raffmetal's corporate activities generated and distributed wealth of € 385,118,000 to its main stakeholders in 2019.

WEALTH DISTRIBUTED BY RAFFMETAL*

	YEAR	2017	2018	2019
DIRECT AND INDIRECT TAXES	€	3,800,000	11,700,000	6,520,000
DIRECT AND INDIRECT LABOUR COSTS	€	33,600,000	37,700,000	44,400,000
SUPPORT FOR ASSOCIATIONS, TO THE TERRITORIAL AGENCIES, EDUCATION AND SPORT	€	431,000	215,000	148,000
VALUE OF GOODS AND SERVICES PURCHASED	€	405,500,000	387,800,000	334,050,000
TOTAL	€	443,331,000	437,415,000	385,118,000

FOCUS PROVINCE OF BRESCIA *

	YEAR	2017	2018	2019
DIRECT AND INDIRECT TAXES	€	298,000	312,000	318,000
DIRECT AND INDIRECT LABOUR COSTS	€	19,800,000	22,500,000	24,300,000
SUPPORT FOR ASSOCIATIONS, TO THE TERRITORIAL AGENCIES, EDUCATION AND SPORT	€	431,000	215,000	148,000
VALUE OF GOODS AND SERVICES PURCHASED	€	53,300,000	50,200,000	47,810,000
TOTAL	€	73,829,000	73,227,000	72,576,000

* Data source: reclassification of annual accounts and re-drafting of accounting data.

TOTAL WEALTH DISTRIBUTED BY RAFFMETAL IN 2019



€ **6,520,000**

Direct and indirect taxes



€ **44,400,000**

Direct and indirect labour costs

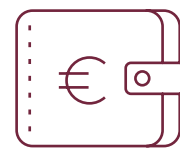
€ **385,118,000**

€ **148,000**

Support for associations, to the territorial agencies, education and sport

€ **334,050,000**

Value of goods and services purchased



FOCUS PROVINCE OF BRESCIA IN 2019



€ **318,000**

Direct and indirect taxes



€ **24,300,000**

Direct and indirect labour costs

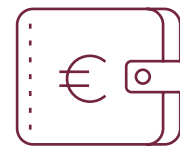
€ **72,576,000**

€ **148,000**

Support for associations, to the territorial agencies, education and sport

€ **47,810,000**

Value of goods and services purchased



03. ENERGY SUSTAINABILITY

Over the years, Raffmetal has been making constant investments in production systems and in efficiency works able to lead the company to an almost total replacement of the steam produced by methane with steam produced through the recovery of heat from thermal residues.

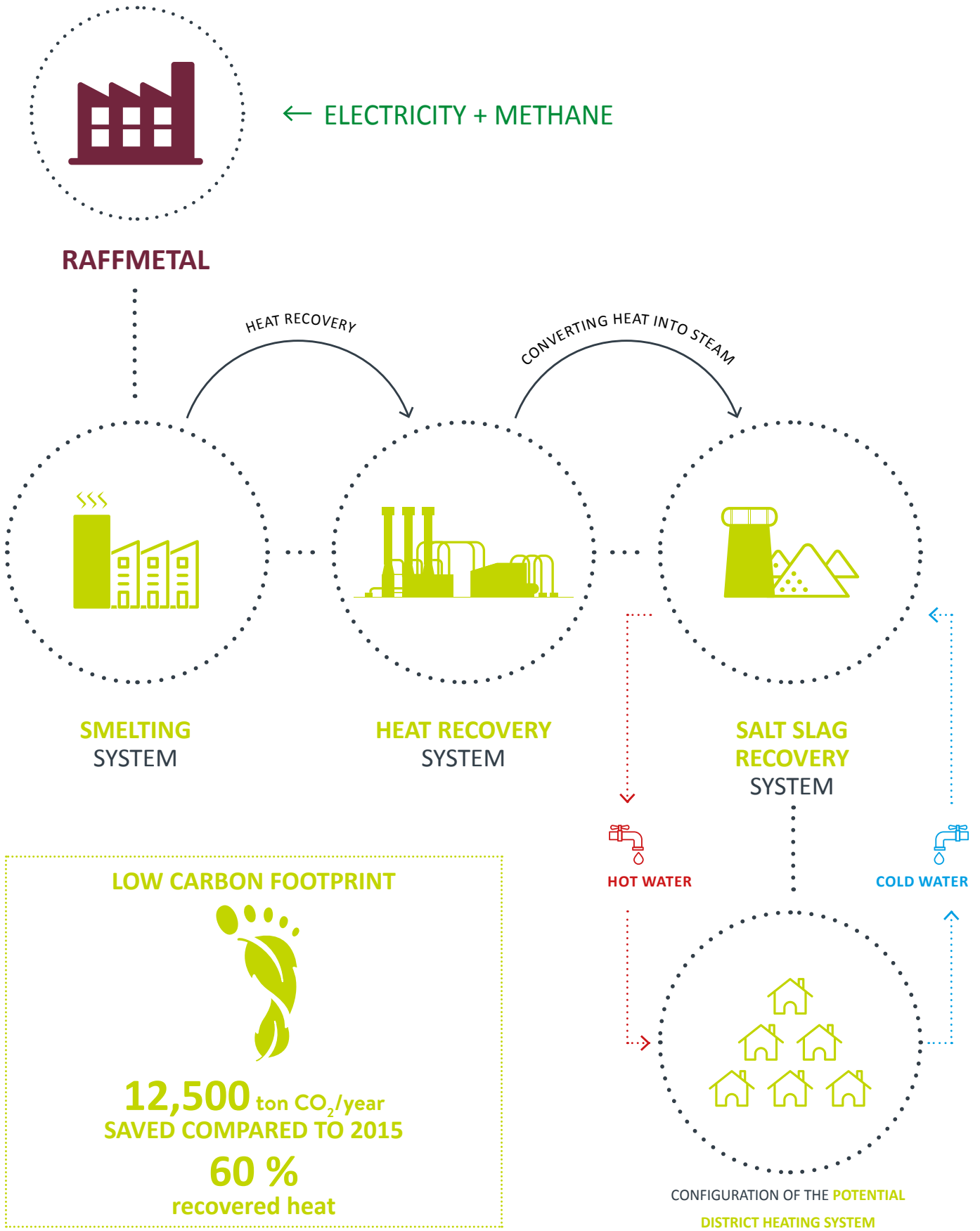
From 2014, Raffmetal's Management has taken the brave and innovative decision to **invest over 35 million euros in a Heat Recovery Plant** which involves the recovery of the heat contained in the exhaust gases from the afterburner of the rotary furnaces, from the by-product recovery system and from the drying system.

Continuing on the path of improving energy efficiency, further investments will be made in the coming years to leave open the possibility of building a potential district heating system.

Raffmetal's energy policy aims at contributing to the achievement of European targets for the reduction of greenhouse gas emissions, which are mainly responsible for climate change.



Heat recovery plant



04. ENVIRONMENTAL SUSTAINABILITY

Raffmetal's commitment and dedication to contribute to the fight against climate change emerge from real actions that have accompanied the company's evolution since its inception. Management procedures, dedicated staff and innovative technologies applied throughout the production process are proof of this.

Today, the world is highly interconnected and requires everyone to have mutual responsibility at a global level: that is why **Raffmetal attaches the utmost importance to environment protection.**

Air protection

Raffmetal's plants comply with the best available technologies for the non-ferrous metals sector (BAT for the sector) and are managed by experienced and qualified personnel. The application of **an environmental management system that complies with ISO 14001 international certification** has over the years enabled the company to achieve **emission values far below the legal limits.**

The concentration levels of dioxin emissions are significantly lower than the regulatory limits imposed by AIA, with a value up to 99.78% below the limit.



Water protection

Water assumes a particular importance in our production processes, especially in the melting and cooling of metal. Significant amounts are also used in the pretreatment of scrap metal and in the recovery of melting by-products.

In order to protect the water resource, it has been chosen to include systems and technologies that minimise its consumption.

The water resource, currently taken from the "delle Melie" spring in the Municipality of Casto and from the A2A aqueduct in Vestone, it is repeatedly recycled through the evaporative tower cooling process, **limiting the withdrawal so that it is conditioned on the recovery of the amount lost due to evaporation.**

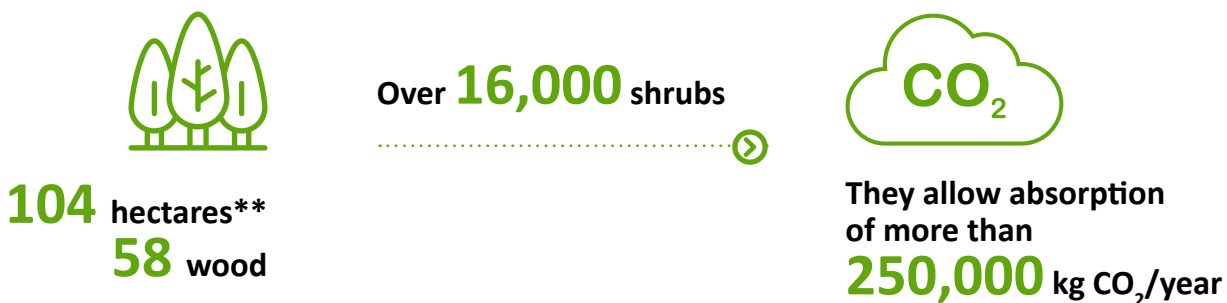
At present the only waste water is from rainwater which, after purification, flows into sewers or body of surface water.

These discharges are constantly analysed according to a monitoring plan in compliance with the Technical Annexes of the Integrated Environmental Authorisations.

Forest flora protection

Over the years, Raffmetal has acquired 104 hectares of meadows and woodland adjacent to its own facilities, more than half of which is woodland alone (58 hectares). Assuming an average of **280 shrubs** per hectare and calculating an average absorption of the vegetative population - composed of maple and ash tree wood, chestnut wood, beechwood, oak and hornbeam groves - of **15 kg CO₂/year**, Raffmetal's territory alone allows a CO₂ absorption of about **250,000 kg CO₂/year**.

ABSORPTION CAPACITIES OF RAFFMETAL'S WOOD AREA*

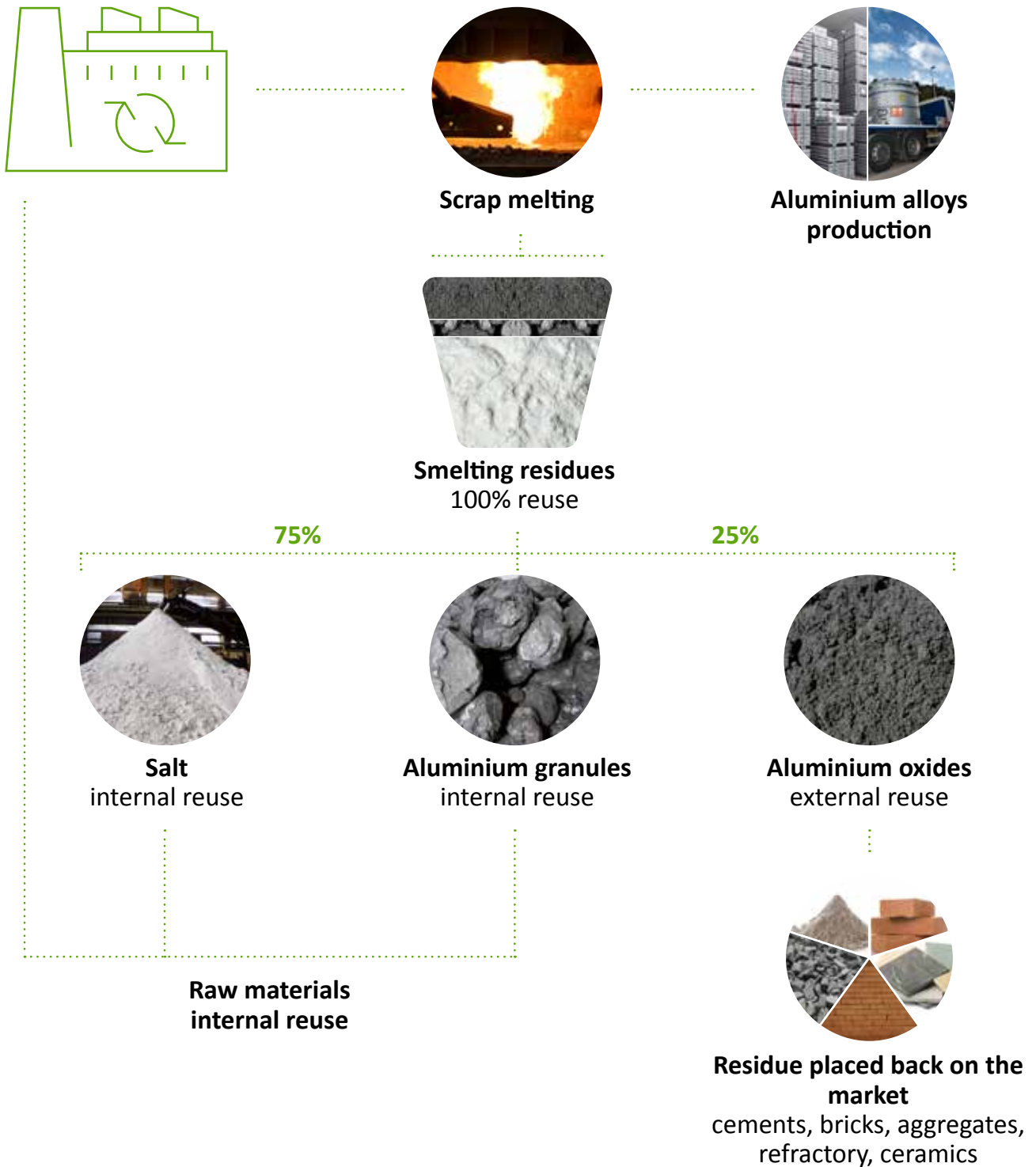


*Data source: SunHeartTools.com
**Excluding those for industrial use

Zero waste process

The application of virtuous actions of circular economy and the introduction of innovative and efficient processes have allowed Raffmetal to become a reference point and benchmark in the industry.

The salt residues recovery system a revolutionary one, which Raffmetal had the intuition to install back in 1989, thus becoming a forerunner of circular economy and zero waste actions.



05. SOCIAL SUSTAINABILITY

Any production business has an impact on the social fabric of the territory where it is located, going well beyond the economic and employment effects, becoming a driving force for the diffusion of culture and values for the population, especially towards the new generations.

Raffmetal wants the Valle Sabbia to be an inhabited, lived and alive place, for this reason it is committed to being an attractive employer, supporting **local development initiatives and creating value on the territory.**

DONATIONS TO THE LOCAL COMMUNITY



€ **2,000,000**

donated to the territory from 2014 to 2019

€ **1,000,000**

in sports facilities

€ **900,000**

to associations, parishes,
schools and sports

we ❤️ schools

we ❤️ sport



Donation of state-of-the-art teaching materials and tools



Donation of sports and recreational equipment and facilities



Vocational courses in the company for high schools and universities held by company technicians



Meetings with sports personalities and expert promoters of a healthy lifestyle



Initiatives to spread the culture of recycling



Internships and dual education

TEACHING MATERIAL

YEAR	2016	2017
MUNICIPALITIES	VESTONE, CASTO, MURA, PERTICA ALTA, PERTICA BASSA, LAVENONE	LODRINO, BARGHE
WHAT	33 LIM, 33 PCs, desktop PCs, SERVERS and printers donated to the schools in Vestone (nursery schools, elementary and middle schools)	LIM and PCs for the schools in Lodrino and the nursery school in Barghe
STUDENTS	1,200	300

RAISING AWARENESS ON ALUMINIUM RECYCLING

YEAR	2015 - 2016	2016 - 2019
SCHOOL	ITIS PERLASCA VOBARNO	
WHAT	After visiting the Ecomondo Fair, 24 videos on recycling were made by students of the Graphics, Mechanics and Information Technology course.	The classes of the Mechanics and Energy course were hosted by Raffmetal at the Ecomondo Trade exhibition as a dual education opportunity.
STUDENTS	240	500



Inauguration of the LIM at the school of Vestone



Inauguration of the LIM at the school of Lodrino



Classes of the course of mechanics and energy of the ITIS school of VOBARNO were hosted by Raffmetal at the Ecomondo Fair

VOCATIONAL COURSES AT THE COMPANY PREMISES

YEAR	From 2015 to 2019	From 2017 to 2019
SCHOOL	"PERLASCA" IN IDRO AND VOBARNO	
WHAT	Support for the school Magazine through journalistic training by the editorial staff of the local information portal Vallesabbianews	METALLURGY CLASSES III - IV - V
STUDENTS	100	360

YEAR	2018 - 2019	2018 - 2019
SCHOOL	UNIVERSITY OF SIENA	UNIVERSITY OF PADUA
WHAT	VOCATIONAL COURSES	
STUDENTS	60	60

EQUIPMENT

YEAR	From 2016 to 2019	From 2017 to 2019	2018 - 2019
MUNICIPALITIES	ALONE, CASTO, COMERO, IDRO, MURA, SABBIO CHIESE, VESTONE	VALLE SABBIA and GARDA	VALLE SABBIA
WHAT	Supply of all necessary sports equipment for local football teams: clothing and practice equipment	Supply of all necessary sports equipment for local volleyball teams: clothing and practice equipment	Supply of all necessary sports equipment for local athletics teams: clothing and practice equipment
STUDENTS	120	160	60



Donations and training within the B.A.V. area (Barghe, Alto Garda, Vobarno)

TRAINING MEETINGS

YEAR	MUNICIPALITIES	WHAT	STUDENTS INVOLVED
2015/2016	ALONE, CASTO, COMERO, IDRO, MURA, ODOLO, SABBIO CHIESE, TREVISO BRESCIANO, VESTONE, VOBARNO	Technical training evening events for football coaches in Valle Sabbia	75
2016	CASTO	Evening event open to the territory, dedicated to football values with Mons. Paganini , father confessor of Brescia Calcio	200
		Evening event open to the territory, dedicated to volleyball with the Olympic smasher Alberto Cisolla	200
		Evening event open to the territory, dedicated to mountaineering , with the story of Silvio Mondinelli	200
		Evening event open to the territory, dedicated to food and wellness , with Aronne Romano , importer of the zone diet in Italy and personal trainer Simone Bortolotti	250
	VESTONE	Evening event open to the territory, dedicated to athletics explained by Orlando Pizzolato , former Olympic athlete	200
2017	FAMEA	Evening event open to the territory, dedicated to athletics , with mountain running world champion Neka Crippa	350
	VESTONE	Evening event open to the territory, dedicated to nutrition and wellness with Prof. Franco Berrino	350
	VESTONE	Evening event open to the territory, dedicated to mountaineering together with the writer, columnist and sportsman Mauro Corona	650

YEAR	MUNICIPALITIES	WHAT	STUDENTS INVOLVED
From 2017 to 2019	CASTO	Evening event open to the territory, dedicated to nutrition and wellness with Prof. Valter Longo	300
	VALLE SABBIA and GARDA	Technical training evenings for volleyball coaches who have joined our "Volley Project"	20
	VALLE SABBIA and GARDA	In collaboration with the "Volley Project" technicians, 3 hours of free training are offered within all primary and secondary classes in 21 neighbouring municipalities to bring young people closer to volleyball	3,000
2018	VALLE SABBIA and GARDA	In collaboration with the technicians of the association, 2 hours of free training are offered within primary and secondary classes in 21 neighbouring municipalities to bring young people closer to athletics	1,000

FROM 2015 TO DATE, RAFFMETAL'S SPORTS PROJECT HAS INVOLVED:

OVER **6,800** STUDENTS

FACILITIES

YEAR	2014	2015	2016	2017
MUNICIPALITIES	CASTO	FAMEA	CASTO	MURA
WHAT	2,400 m ² seven-a-side football pitch, donated to the G.S.P. Casto sports association	2,600 m ² sports facilities with a seven-a-side football synthetic pitch and 135 m ² changing rooms	A valley has been purchased to make it available to the community as a meeting place and for sports growth	3,200 m ² including a seven-a-side football pitch and a multipurpose area for volleyball, tennis, basketball and five-a-side football



Football pitch donated to the G.S.P. Casto sports association



Football pitch and changing rooms built in the hamlet of Famea (Casto)



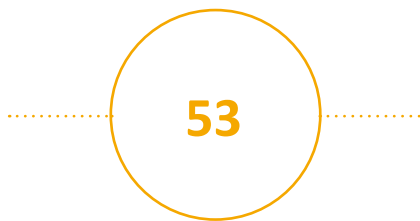
Football pitch and multipurpose area donated to the Parish of Mura

Raffmetal's employees

Raffmetal has always been attentive to the needs of its employees. The company implements actions aimed at **improving the working environment and supporting well-being in private life as well**. For Raffmetal, employees and their families are a key stakeholder, which is why we are committed to improving their well-being inside and outside the company, not only **protecting their safety** but also offering a **package of services and conventions that can increase their purchasing power**.



NEW HIRES - 2019



Training

Raffmetal has always aimed to involve all its employees in a transversal way for a continuous and high-level professional and personal growth.

The special training plans are divided into 4 key topics:

- TRAINING
- PROFESSIONAL DEVELOPMENT
- CONTINUOUS IMPROVEMENT
- ENVIRONMENT & SAFETY

		2017	2018	2019
TOTAL COURSES	No.	317	316	556
of which IN-HOUSE	%	45.4	66.5	74.3
of which OUTSOURCED	%	54.6	33.5	25.7
TOTAL PERSONS INVOLVED	%	100	100	98.3
TRAINING	HOURS	14,510	19,068	15,608
of which CLASSROOM TRAINING	HOURS	8,326	7,958	8,830
of which TRAINING IN THE FIELD	HOURS	6,184	11,110	6,778
TRAINING BY AREA				
TRAINING	%	42.6	58.3	43.4
PROFESSIONAL DEVELOPMENT	%	16.1	19.4	25.7
CONTINUOUS IMPROVEMENT	%	12.9	5.5	11.1
ENVIRONMENT & SAFETY	%	28.4	16.8	19.8
COURSE BREAKDOWN BY ROLE				
BLUE COLLARS	%	70.4	69.3	70.3
WHITE COLLARS	%	28.0	29.0	28.4
SENIOR EXECUTIVES	%	1.6	1.7	1.3
LEARNING ASSESSMENT				
INITIAL TEST	%	58.5	84.1	55.5
FINAL TEST	%	87.2	90.8	86.0
COURSE SATISFACTION	%	87.4	86.3	86.0
CLASSROOM TRAINING (average hours/employee)		23.9	21.5	22.1

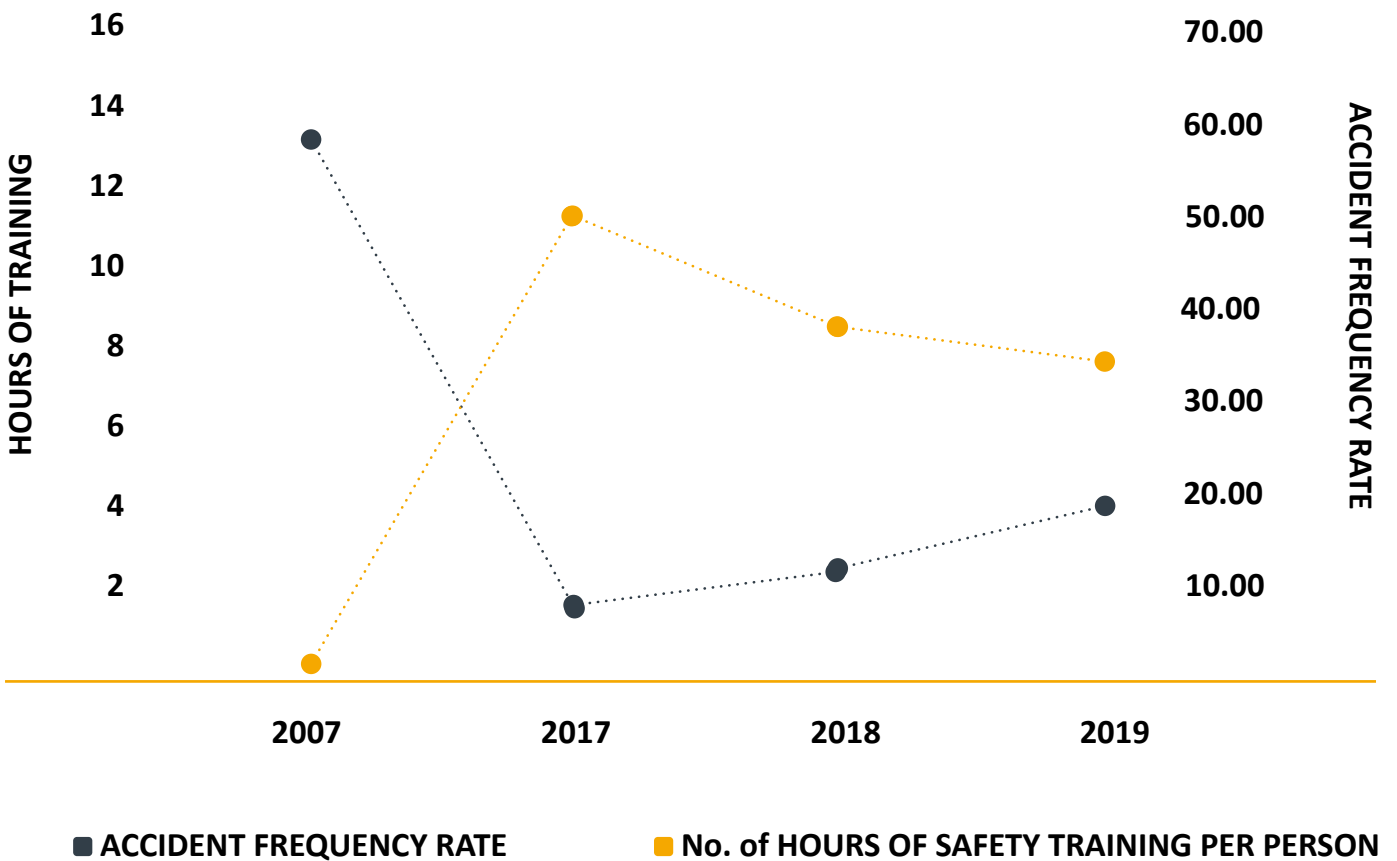
* Data source: HR of Raffmetal

Culture of safety

Health and safety issues play a central role for Raffmetal. The company dedicates specialised personnel, daily commitment and important investments to guarantee a **healthy and safe working environment**. Thanks to the involvement of all employees, internal procedures are applied that monitor compliance with the rules and the dissemination of a culture of safety to promote virtuous behaviour so that every action is guided by an attitude of accountability.

The company's production activity has a high risk potential, but **we continue to pursue the zero accident target** thanks to the constant improvement of the **internal safety management system and continuous training**.

HOURS OF SAFETY TRAINING PER PERSON AND FREQUENCY INDEX IN COMPARISON



- 540 HOURS**
of training on
safety aspects
- 1,500**
CHECK-LISTS
filled in
and analysed
- 50 MEETINGS**
related to
safety issues
- 22**
NEAR MISS

Well-being of employees

Raffmetal considers the welfare of its employees to be of the essence. For this reason, over time, it has developed and promoted a **rich portfolio of welfare services, divided into three main categories:**

1. IMPROVEMENT OF WELL-BEING WITHIN THE COMPANY:



CANTEEN



CLEANLINESS OF THE
WORK ENVIRONMENT



WORK TOOLS
AND OUTFIT

2. IMPROVEMENT OF WELL-BEING OUTSIDE THE COMPANY:



TAX ADVICE AND
SOCIAL SECURITY
ADVICE - FOR FREE



SUPPLEMENTARY HEALTH FUND:
METASALUTE



DEDICATED TRAINING
AND SPORTS EVENTS

3. INCREASING THE PURCHASING POWER OF EMPLOYEES' FAMILIES:



WELFARE
PLATFORM



PERFORMANCE
BONUS



WELFARE UNDER
METALWORKING INDUSTRY
NATIONAL LABOUR
CONTRACT



SUPPLEMENTARY
SOCIAL SECURITY



RAFFMETAL
TICKETS



AGREEMENTS

ACKNOWLEDGEMENTS



The conviction with which, in 2013, the path of Corporate Social Responsibility was undertaken, led to the publication of the fourth Sustainability Report, the first covering a one-year period. For over 40 years, the company has pursued a corporate strategy aimed at sustainable development: production, energy and environmental efficiency will continue to drive any future projects.

A special thanks goes to all the employees who have made possible the realisation of this important project and who, with their daily work, contribute to promote sustainability in the company, a concept that is experienced in a direct and transversal way by all.

Thanks to customers, suppliers, institutions and local communities for their valuable contribution during the stakeholder dialogue phase.

For suggestions or additional information write to info@raffmetal.it or call +39 0365 890 100.

