

# SUSTAINABILITY REPORT

Rel. 2023

**INEVO**

INSPIRING EVOLUTION



PROGETTAZIONE E  
COSTRUZIONE STAMPI

**COVER**

STAMPAGGIO MATERIE PLASTICHE



# TABLE OF CONTENTS

to our stakeholders

## GOVERNANCE

07	Mission and values
08	Structure and location
09	Products and services
10	Technology timeline

## BUSINESS

13	Our role in human mobility
14	References
15	Research and development
16	Technologies

## PEOPLE

19	Human resources
20	Safety
21	Stakeholders
22	Community

## PLANET

25	Raw materials
26	Requirements
27	Logistics
27	Waste production and disposal
28	Certifications
28	Carbon footprint



## INspiring EVOLution

We started this adventure with an idea in our mind - and the name says it all: to do our part to INspire the EVOLution of sustainable mobility, anticipating the time for what will come. After four years this is still our mantra, pushing each of us every day to improve and to take to the limit the currently existing technologies, testing them until they can possibly be challenged and expanding as much as possible their field of application. From this standpoint, we try to work some years ahead of market demands, bringing benefit not only in terms of cost saving opportunities but clearly bearing in mind the possible improvements for the consumers and the environment.

On the other hand, we believe essential to be constantly striving to look for and explore new ideas and technologies, not yet tested or tested in a cross-sector environment, to understand their potential to satisfy a demand which could be not there yet. We love to start from new ideas and style shapes and find a way to transform them into real parts which can be industrialized and become accessible to all consumers. This means for us to work several years ahead of the B2C market, looking for weak breezes and sail them, wishing they'll become strong winds and bring us to new shores.

This is why we're giving more and more importance to research and development, working on new materials, testing new technologies and exploring new markets that may provide food for thought and creativity to evolve. For this reason, we never back down on any project and we are always ready for new challenges that cross our way, whenever we may provide an added value with our enthusiasm, experience and equipment.

Last year has rewarded our strategy and allowed us to actively participate in several interesting projects. Innovation, flexibility and efficiency have brought us to be one of the main players of our market and allowed us to look to the immediate future with peace of mind and anticipation.

In recent years, the constant fight for cost saving solutions, as well as the growing standardization of assembly platforms in the automotive world, reduced the market for commodity components which progressively shifted towards low-cost countries. As a result, the whole European supply chain was put in great stress, leading to a painful shrinkage in the number of companies and employees of the industry. Far from being an impending threat, fierce competition pushed us to test new solutions, reduce our inefficiencies and expand our portfolio of suppliers to provide a competitive local solution for the most complex projects. On the other hand, product differentiation became for us as fundamental as ever to provide unique and turn-key solutions for the next challenges of the market.

Nothing of the kind could have been achieved without a constant, open and peer to peer cooperation among us and with many other players in the market: material suppliers, foil producers, machine manufacturers, friendly competitors and everyone else working in our exciting and demanding market. Together with our partners, which we could never thank enough for their support, we strive to make technologically possible any solution imagined by the developers of concept cars to improve safety, comfort and aesthetics while minimizing consumption and environmental impact.

Sustainability is in fact one of the cornerstones of our vision, not just a duty but a daily choice. If it's important for everyone to stick to the important values, it's all the most important to behave responsibly as entrepreneurs. As far as we are allowed, our goal is to create a sustainable working environment by helping to make the economic process with the least possible impact.

We believe that respect for each other, our customers and the job we're doing is also the base to respect environment. With our commitment, we try to make INEVO an example of a company that actively moves not only to be a developer of more environmentally sustainable actions, but a promoter of a virtuous working environment.

*San Polo di Piave, July 2024*

*Luigi Cover*  
CEO

*Roberto Fagarazzi*  
Managing Director Sales





# GOVERNANCE

# MISSION AND VALUES

“ We let our **passion** drive us to contribute to the improvement of **safety** in driving and wellness in travelling, providing right-first and **consistent** solutions for the production of complex lighting systems and innovative solutions for the new mobility requirements. ”

HONESTY

RESPECT

QUALITY

SAFETY

INNOVATION

The automotive world is a constantly moving environment and we know we must always improve and innovate to keep up with the market and anticipate its trends. This is why innovation, research and development are the cornerstones of our company and affect every aspect of our actions and strategies.

Innovation is the wind that fills our sails, the inspiration of our daily search to make our small contribution to a better world. This innovative spirit, combined with thirty years of experience in plastic molding, allows us to search for the most innovative and suitable solutions for our customers and to improve our know-how every day.

For this reason, an honest cooperation is based on mutual respect. We give the utmost care to respect our customers, as well as our colleagues, partners, suppliers and our competitors alike, which are doing their best to grow in the same market as ours with our own challenges and targets.

Respecting ourselves means to deliver quality in our products and in our service, as well as in our daily behaviour. Quality is a status of mind, which constantly pushes us to aim to the highest standards in everything we do, irrespectively of the relevance of the project and its economic value.

In our daily job, quality means complying with all safety standards to allow everyone in the company to express her/himself in a safe and comfortable place and out of the company to use our products with the warranty of a well-conceived, well-designed, efficient and user-friendly device.

We believe in honesty as the most precious and fundamental aspect in any business relationship. A fair, open and sincere relation is the best premise for a successful partnership, since only by melting our technical and professional competences we may progress.

All these values can also be found in our team of men and women who with their passion, their talent and hunger for knowledge, support the evolution of Inevo. Individual skills are important to us and we try to value them as much as possible so that everyone is free to express their potential in a teamwork environment.

Cooperation, awareness and responsibility inspire us to create the best technology solutions for our customers and make us a reliable partner for a future to be discovered. The commitment that Inevo promises to maintain is also the company's payoff, which is to inspire evolution. A commitment we apply to work and technology for the automotive and mould industry, but also in terms of business ethics and sustainability, always keeping our values as pillars for any business.

# STRUCTURE AND LOCATIONS

Between the snowy peaks of the Dolomites and the shallow waters of the Venice lagoon, hidden among the Prosecco vineyards and surrounded by the overwhelming beauty of multiple UNESCO World Heritage sites, there lies INEVO where technology meets harmony and professionalism meets love for life.

We are based on five different locations, manufacturing plants and R&D centers. Manufacturing equipment and Testing Labs are located in our original plants, each one specialized in its own field of application. Injection moulding of plastic parts is located in our two dedicated plants in the neighbourhood. Recently, an additional unit has been added to the Group to follow our final customers and market innovation from Germany.

## INEVO SRL - Headquarters in San Polo di Piave

Our headquarter, R&D and engineering centre with a fully integrated toolshop for the production of multi-shot tools for automotive lighting and innovative solutions for the smart mobility as well as production plant for multi-shot lighting and smart components.

- Injection machinery installed:
- 800ton 3K rotational IMM
  - 1600ton 4K rotational IMM
  - 2300ton 2K spin-form IMM



Via Piave, 4 - 31020 San Polo di Piave (TV)



## CST STAMPI SRL - toolshop in Chiarano

Our toolshop for the production of precision moulds for automotive exterior and underhood components, interior and ambient lighting. For household and whitegoods applications, we are fully equipped to support customer for the replacement of metal components with specifically customized plastic solutions, engineering the product from a functional and industrial standpoint, as well as the injection mould until the mass scale production of the component or of the assembled product.

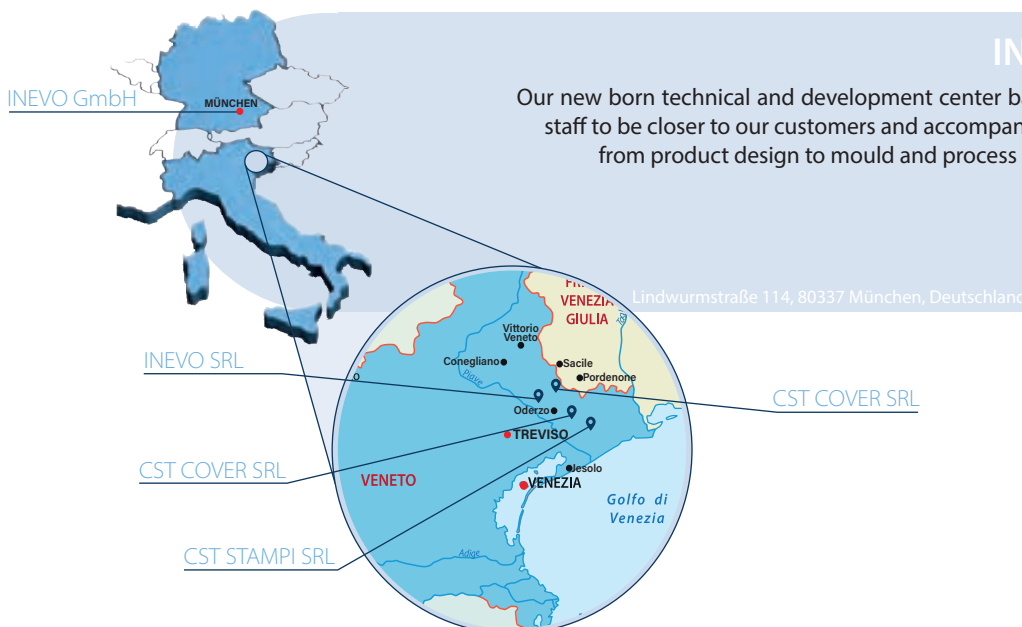
Via Vittorio Veneto, 24 - 31040 Chiarano (TV)

## CST COVER SRL - moulding plants in Piavon and Mansuè

Our facilities for serial production of high quality aesthetical molded parts for the automotive industry as well as for the industrial and home appliances, ambient lighting and house furniture, with several fully automated injection units.

- |                               |                                |
|-------------------------------|--------------------------------|
| Machinery installed in Piavon | Machinery installed in Mansuè: |
| ◦ 25-100ton (x6)              | ◦ 25-100ton (x6)               |
| ◦ 130-300ton (x4)             | ◦ 125-220ton (x6)              |
| ◦ 500-800ton (x2)             | ◦ 270-550ton (x3)              |

Via Conche, 10 - 31040 Mansuè (TV)  
Via del Commercio, 18 - 31046 Piavon (TV)



## INEVO GmbH - München

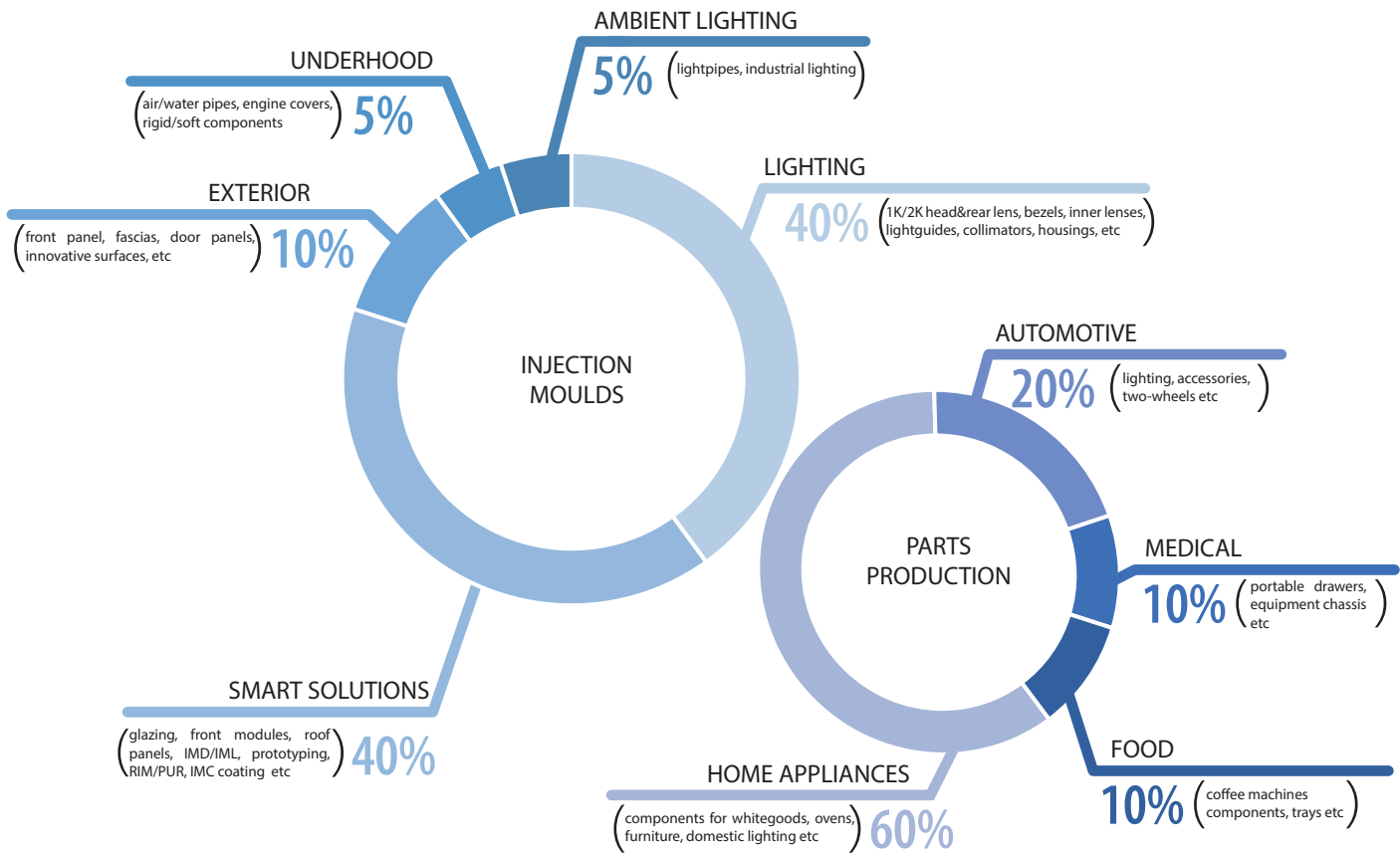
Our new born technical and development center based in Bavaria with experienced local staff to be closer to our customers and accompany them through the whole value chain from product design to mould and process engineering until production ramp up.



# PRODUCTS AND SERVICES

We are professional toolmakers and plastic injection moulding specialists. We love to create new innovative solutions for the plastic business and make them real with our high-end technology in mould engineering and manufacturing, offering unique comprehensive and tailored services.

Thanks to our 360° know how, we are a strategic partner in different markets such as automotive lighting, glazing and exterior, high quality smart and functional surfaces for the automotive as well as for the household industry. We work across a range of sectors from the automotive to the industrial and ambient lighting as well as the furniture and home appliances.



Each project involves a new challenge. We work with our customers step by step, from the initial concept to accurate process simulation through rheological analysis to the final prototype. With our team of Gold certified rheology experts, we study the feasibility of the product and suggest changes to achieve the best result in terms of quality, cost and productivity.

We shape ideas by providing different solutions for every need. We take care of pilot production, validation of molded components, serial mold production, process tuning, installation and on-site service until the start of production.

We are a guide always available, our technicians are always available for support in the event of unexpected events during the setting up of the moulds and the production of parts. We provide extraordinary mold maintenance services at our laboratory.

## HEAD LAMPS



## LIGHT INTEGRATION



## SMART SOLUTIONS

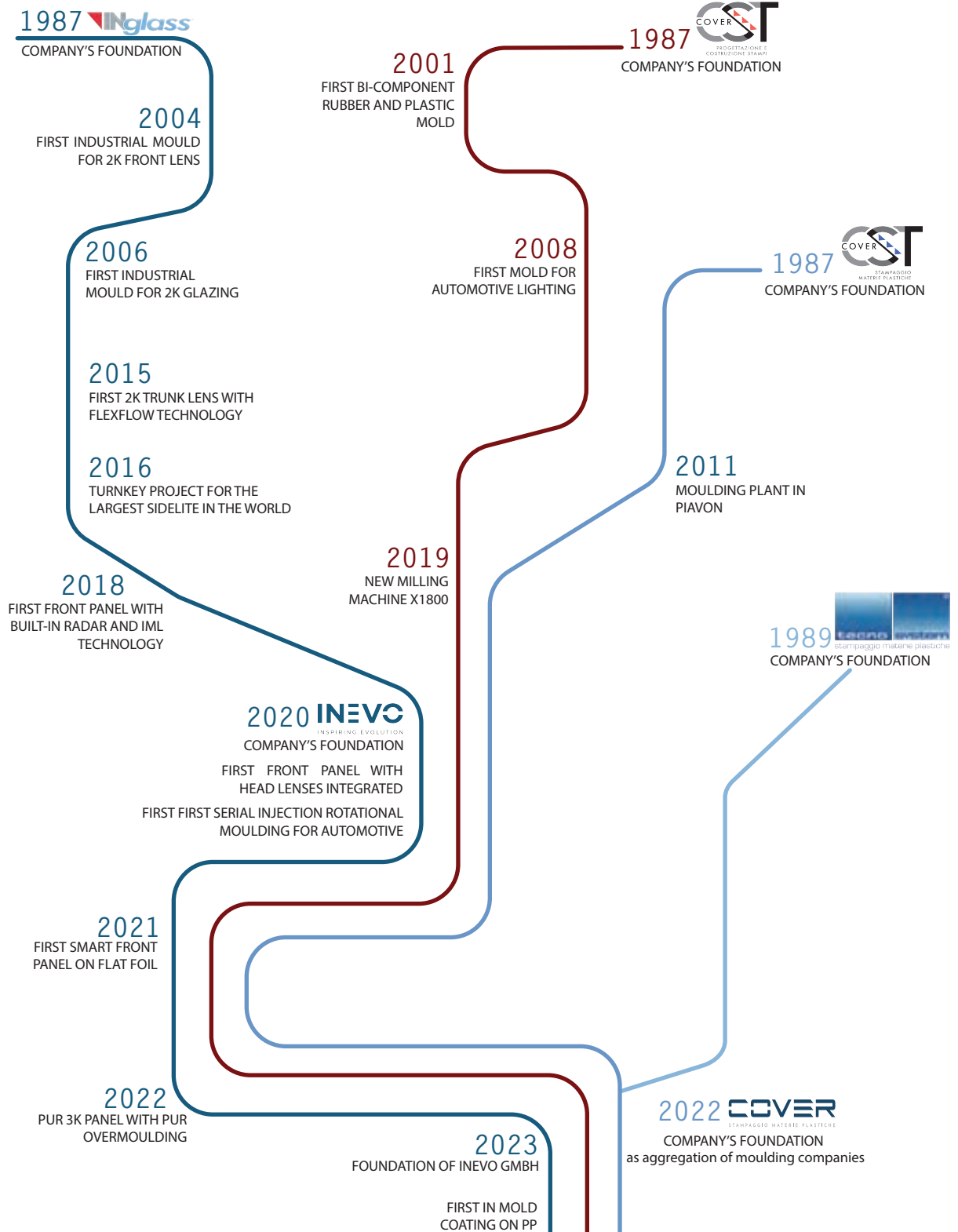


## INJECTION MOULDING



# TECHNOLOGY TIMELINE

We are the heirs of 30 years' experience of the tooling division of INglass spa, designing and manufacturing high precision injection tools for the automotive industry. Over the years, we collected the background of four different companies working in the wide plastic business, integrating plastic injection moulding skills and their wide know-how on different plastic materials.



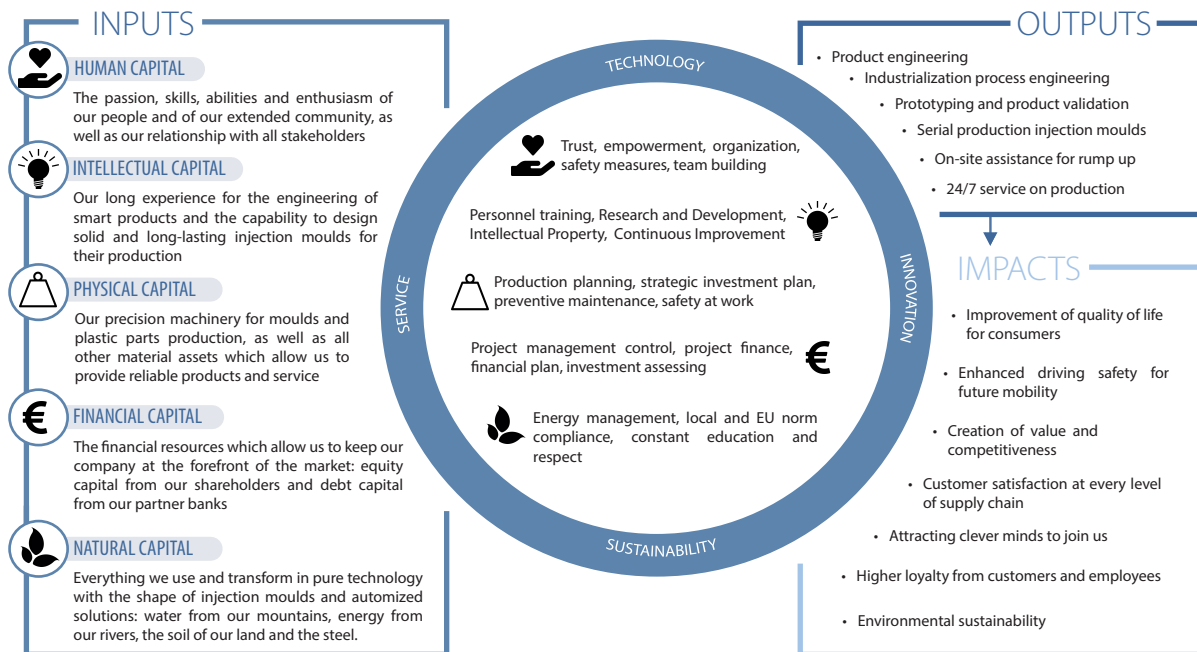




**BUSINESSES**

# OUR ROLE IN HUMAN MOBILITY

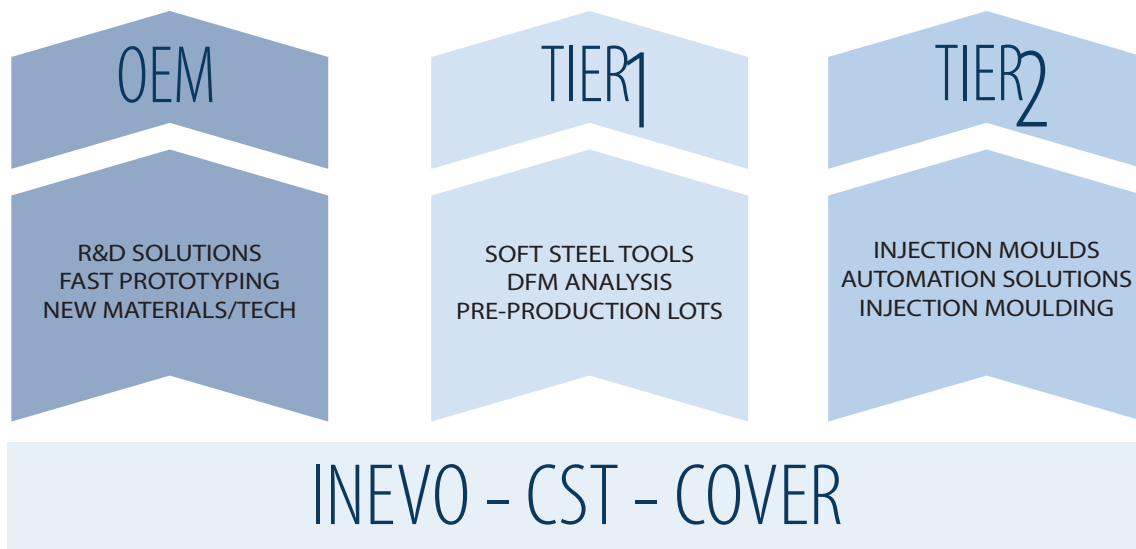
We work everyday to empower the best minds and ideas to create smart solutions for the industrialized and automated production of safe, sustainable and efficient components for the mobility of the future and well-being of today.



## BUSINESS MODEL

In the automotive market, car makers (so-called OEM) is purchasing assembled components from a part manufacturer (Tier1), which is providing the plastic parts together with the electric/electronic system integrated. These companies are normally in contact with toolmakers to supply them the mechanical tools and automation systems which allow them to produce suitable parts for their customers, or they may assemble parts supplied by a sub-supplier (Tier2).

In some cases, an OEM may want to investigate the technical feasibility of a design concept or of a style solution, in order to be able to create the car of the future with technically viable solutions. In such cases, new innovative materials, products, applications and solutions must be tested and validated.



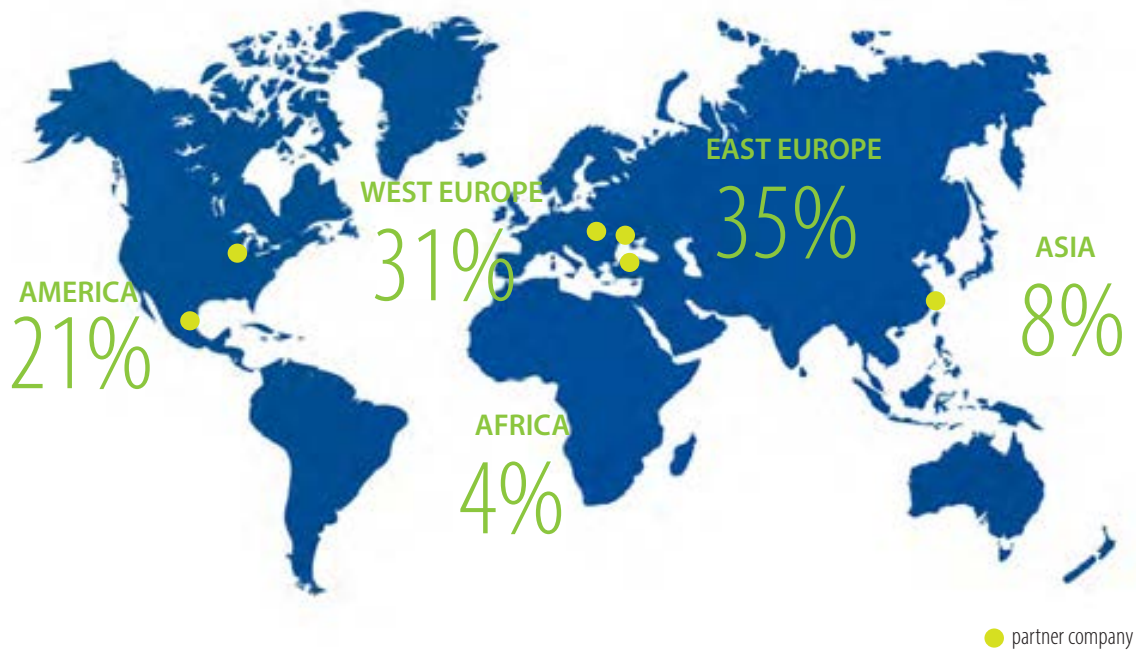
Over the years, INEVO developed every specific experience and equipment needed to support both OEM's and Tier 1's alike: complete Design for Manufacturing analysis, fast prototyping tools, product validation processes, automation solutions and QA based production systems.

# REFERENCES



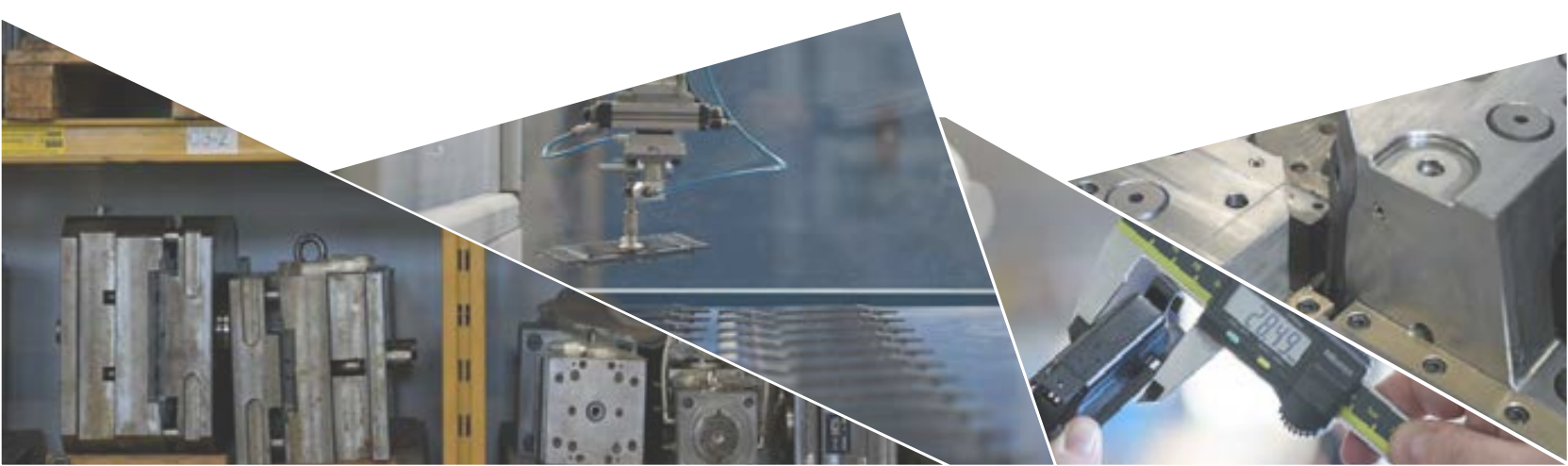
At the end of the validation phase, the injection tools or the plastic products with their handling equipment need to be shipped to the final destination where the production plants of our customers are located. In recent years, transport costs appeared to be highly fluctuating due to economic and political reasons, sometimes limiting footprint of the whole supply process around the world.

The map here below shows the geographical distribution of our injection tools working to produce parts for the automotive market. As expected, the bigger share is represented by Eastern European countries like Poland, Slovakia and Czech Republic, where most production plants of our customers are located. However, a significant amount of tools are shipped to Western Europe countries, such as Germany, France, Spain and UK, as well as to Morocco, South Africa and Turkey. Customers located in North and South America, e.g. USA, Mexico or Brazil, count for approx. 20% of our market, mostly consisting of innovative tools for high end production or prototyping purposes.



Our customers are mainly big companies with 5-digit workforce and production plants spread all over the world. In order to provide After Sales Service everywhere our customers are located, we established cooperation contracts with tool shops located in different countries where our moulds are operating.

Global footprint is becoming increasingly important to provide our customers with reliable and fast service all over the world, wherever their production plants are located. For this reason, INEVO is cooperating with many specialized toolshops in the five continents. Whatever the need for process support, modifications and/or optimizations on running tools, our partners may get in contact with us and take care of the job in the shortest possible time.



# RESEARCH AND DEVELOPMENT

Automotive market is constantly evolving in unexpected forms, but clear trends can be identified. Specific characteristics such as diffused illumination, customization and identification, autonomous driving and connectivity require specific state-of-the-art technologies at the bottom of the supply chain to provide for the raw components which will be assembled in the car body.

For each of these features, we identified proper investments to be done and skills to be developed in order to match customers' expectations. This is how we plan our future business model. Dealing with a new project, an application which has been never tried before, or a new material whose potential performance need to be unveiled, require specific skills which go beyond the technical capability to make things done. Codesign, simultaneous engineering and production of prototype tools for brand new applications is our special added value which we like to provide to our customers who need to try innovative projects or simply reduce their know-how gap with the market.

These activities require the capability to simulate the injection process by specific software as well as to replicate the automatized industrial serial production scenario in our fully equipped testing lab with highly automated handling of the injected component.

We may provide solutions from one-shot testing as well as to small scale production until full validation of the component and of the injection and handling process. If manufacture of serial production tool and equipment will follow, we are equipped to support until full ramp up production at customer's plant.



## INVESTMENTS

We strongly believe in the importance to dedicate a significant share of our human, technical and economic resources to invest for the future INEVO even in the hardest moments. Sometimes we fail and sometimes we do get things right, but we never regret and always learn something new.

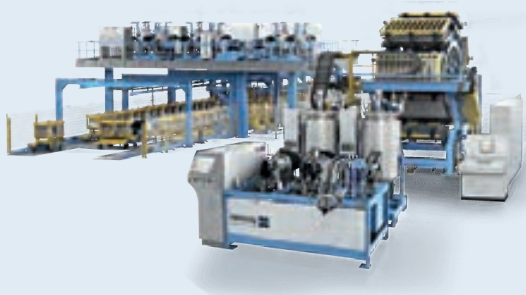
2020

High end 5-axis milling machine for big size components X 3500 x Y 2500 x Z 1800 working range to internalize high precision milling phases for big size components e.g. front modules and plastic glazing



2021

New high precision injection machine for small size components in our moulding plant, specifically dedicated to the production of high quality and low volume lots of components for the automotive industry



2022

Injection unit and ancillary equipment for the injection of thermoplastic PUR on top of a pre-moulded plastic support to provide state-of-the-art components for highly aesthetical requirements.

2023

Establishment of INEVO GbmH, our technical and engineering center in Germany, to follow our local customers and enhance early development in the automotive projects.

# TECHNOLOGIES

1. ICM

2. IML+IMD

3. IMC

4. BBR

1

## Injection-Compression Molding (ICM)

This advanced manufacturing process combines the efficiency of injection molding with the precision of compression molding. The result is a method that allows for the production of complex, high-precision parts with reduced stress and improved mechanical properties.

For our customers, this means to achieve thinner and more intricate parts with better surface finishes, which are ideal for high-performance applications in the automotive, aerospace, and consumer electronics industries.

The process also offers significant material savings, which can lead to cost reductions and a lower environmental footprint.

## In Mold Labelling (IML) and In Mold Decoration (IMD)

IML and IMD technologies integrate labeling and decoration into the molding process, creating products that are fully recyclable and have a premium look and feel. Our customers can benefit from the seamless integration of high-resolution graphics and branding directly onto their products, which enhances durability and resistance to wear and tear. This process eliminates the need for secondary operations such as painting or labeling, streamlining production, and reducing labor and inventory costs.

2

3

## In Mold Coating

To protect injection molded parts from weathering and scratches, state-of-the-art process is represented by spray-painting which allows for high quality parts with high cost and significant environmental impact. The In-Mold-Coating technology takes this a step further by combining the molding and coating processes into one, allowing for the creation of parts with outstanding surface quality and color consistency. This not only reduces processing steps and overall manufacturing time but also opens up new design possibilities with a wide range of colors and effects.

## Bio-Based Resins and Fibers

As the world moves towards sustainability, bio-based resins and fibers are becoming increasingly important. Derived from renewable resources, these materials offer a reduced carbon footprint and are often biodegradable or recyclable. Parts realized with this technology show enhanced performance characteristics such as increased strength, reduced weight, and better resistance to environmental factors. Moreover, using bio-based materials can significantly improve the environmental credentials of the products, meeting the demands of eco-conscious consumers and regulations.

4

Incorporating these technologies not only provides our customers with high-quality, durable, and sustainable products but also positions them as forward-thinking leaders in their respective markets. By adopting these innovative manufacturing techniques, they can differentiate themselves from competitors and cater to the growing demand for environmentally responsible products.





PEOPLE

# HUMAN RESOURCES

We are a community of professionals and the contribution of everyone is necessary and decisive. We believe in **EMPOWERING** our team to let them take decisions and feel the company as their environment. Each member of INEVO, CST and COVER shares to the company vision and evolves relationship with the team workers, helping them be proactive about their career development. We encourage everyone to be focused on personal growing and to introduce each one's innovative ideas to improve our working methods and environment.

We believe in the importance of **ENGAGEMENT** both in the company and in the environment everybody's living in. Especially after the pandemic and the political and economical events which followed, it's important to be part of a team and contribute to its improvement.

NUMBER OF EMPLOYEES **103**      AVERAGE AGE **43**      AVERAGE LENGTH OF SERVICE **12**

INEVO, CST and COVER team is composed by 103 employees spread among the four plants of the Group. On average, they're 43 years old - at the best of their experience and strength! We're also particularly proud of the fact that their average seniority is twelve years, a significant result which reassures us about good working environment in our company. At the same time, we may trust on their long experience to be transferred on our products and services.

With regards to the company organization, 61% of employees work in the toolshop for the production and assembly of our moulds, as well as for their validation and handling. As for the remaining 39%, it includes engineering and machine programming on a large scale besides administration and project management. A significant quantity which amounts to 27% of our team obtained a University Graduation, mostly in Mechanical Engineering and Foreign Language as well in Economics.

STAFF	
White collars	39%
Blue collars	61%

LEVEL OF EDUCATION	
University graduates	27%
Graduates	67%
Basic education	6%

We promote **INCLUSIVITY** because the best ideas are originated by the discussion and by the confrontation between different cultures and mindsets. The share of women which is part of our team is significantly higher than the average of the companies working in the metalworking and automotive industries and we are proud that 45% of managerial positions within the company are held by women.

WOMEN **25%**      MEN **75%**

**45% OF WOMAN IN MANAGERIAL POSITION**

We promote **OPEN DISCUSSION** about our strategies and goals, as well as during the definition of any technical solution and we guarantee **EQUAL POSSIBILITIES** to everyone, because each of us is unreplaceable and bearer of a wonderful exclusivity which needs to bloom to be admired and exploited. For this reason we guarantee, to everybody who needs it, the possibility to work from remote giving them all the technical systems that they need.

Employees working remotely are required to sign a document for the proper use of the devices that are provided to them and must comply with occupational safety regulations regarding office work.

In 2023 an amount of 1800 was done by removed, less than previous year. This is an important signal of th return in presence of employees. In order to guarantee to our employees to combine their work with private life, we have made available the possibility to sign part-time contracts.

The search and selection of personnel takes place in our HQ by HR Dept which is unique for all the companies of the group.

Throughout the year, the job applications are posted on our social profiles and everybody can always view those still open in the "work with us" section of [www.inevo.it](http://www.inevo.it).

The inclusion in the company following a school or university internship is very frequent and we are proud promoters of this practice because it gives the opportunity to students to have a first impact with the world of work and finally put into practice what they learned during the years of study. In 2023 we had the pleasure of having in our plants 9 interns, coming from different technical and professional schools mainly from the mechanical and commercial sector.

The training period that each intern faces is usually divided into a first phase of general introduction of the company and the work that will be done and then put into practice his skills learned during the school years. All this will take place with the support of a company tutor, a figure within the department available to the student for training.

The internship that is carried out is very important for the student, but it is equally important for the company because it is from this type of experiences that new young talents are identified to implement our staff.

We strive for **CONTINUOUS LEARNING** in every possible form, especially from each other, promoting meetings and communication among employees, as well as with local associations, unions and institutions. On the other hand, we organize training and update events to have everyone aligned on the state-of-the-art of the technical solutions we are developing.

In a technical environment which is continuously changing, constant update about developments in technology is fundamental and may represent a further boost for new applications in our industry.

TRAINING  
HOURS  
600



## SAFETY

We give the utmost importance to the proper use of safety equipment in all the plants of the Group, to guarantee to all employees the possibility to work in a safe environment. Since we are daily dealing with potentially dangerous machinery and very heavy products, it is fundamental that every worker knows and follows all safety norms and procedures for his own safety as well as all visitors' and partners'. The company is providing to all employees every necessary Personal Protective Equipment such as safety shoes, protective gloves and glasses, helmets and safety earplugs, which are periodically replaced to guarantee for their perfect efficiency.

With the target to guarantee to our welcome visitors the safest conditions during their stay at our plant and particularly in the working areas, we provide them with safety instructions, yellow jackets, protective helmets and safety shoes. All employees must periodically follow training programs about safety procedures provided by external specialized and certified companies, customized according to their role in the company and the potential risk they're subject during their work.

Each visitor is required to respect the general safety rules present in the brochure that is delivered to them at the entrance at the time of registration and to follow, throughout the production area, the paths indicated by the road markings. Inside the main factory there is also a nursing equipped with all the material necessary to bring first aid in the event of an accident and, as required by Italian law on safety at work, an emergency team has been deployed for the entire building. The team includes fire prevention personnel and first responders and is composed of employees who have followed specific safety, prevention and rescue courses and are therefore allowed to perform certain tasks.

The security measures we take also include computer security and privacy, for this reason there is a ban on the use of mobile phones in production to take photographs and videos if not authorized. These measures are put into practice to avoid damaging the privacy of employees and maintain the confidentiality that is required by customers for their moulds.

# STAKEHOLDERS

Stakeholders are all those who, in any way or form, influence or are influenced by the trend and affected by the market scenario and the decisions taken in the company.

It is important that each of them is informed about the managerial operations carried out and the results they have brought. For this reason, reports like this are crucial for stakeholders, giving them a clear view of the state of the art of the company.



We're proud members of VDWF, the German national association of toolmakers. We take part to many different local and international associations to keep our eyes on the market trends and to contribute with our ideas and opinions.



UNIVERSITÀ  
DEGLI STUDI  
DI PADOVA

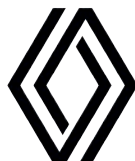


Cooperation with Universities and Technology Centers is of extreme importance for us. We are guesting students from University of Padova and we're taking part as exhibitors and speakers to many fairs and seminars.

We strongly believe that team working is the key for every significant innovation. For this reason, we are extremely happy to cooperate with many partners in the market which provide complementary products. Together, we define our targets and combine our forces to catch them.



Finally, we'd like to thank our customers who walked side by side with us during the whole life of INEVO. Thanks to their trust and support, our injection moulds were used to produce high quality and reliable components for all major car makers.



# COMMUNITY

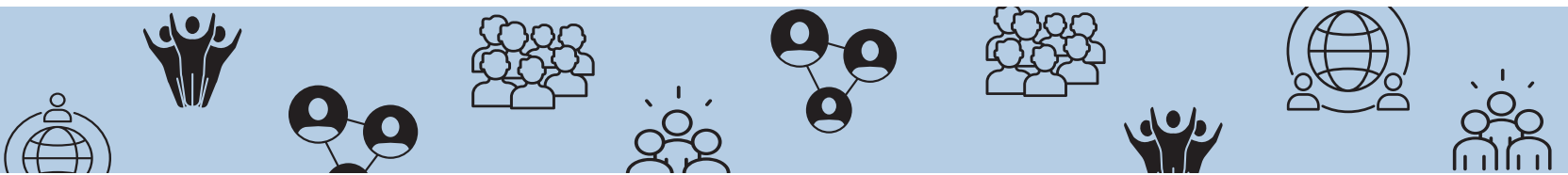
We give the utmost importance to our connection with the land where our team is living with the families and where our future members will come from. In order to thank the community we're in, and the people living around us, we sponsor specific events organized by schools or local associations to gather funds for worthy causes.

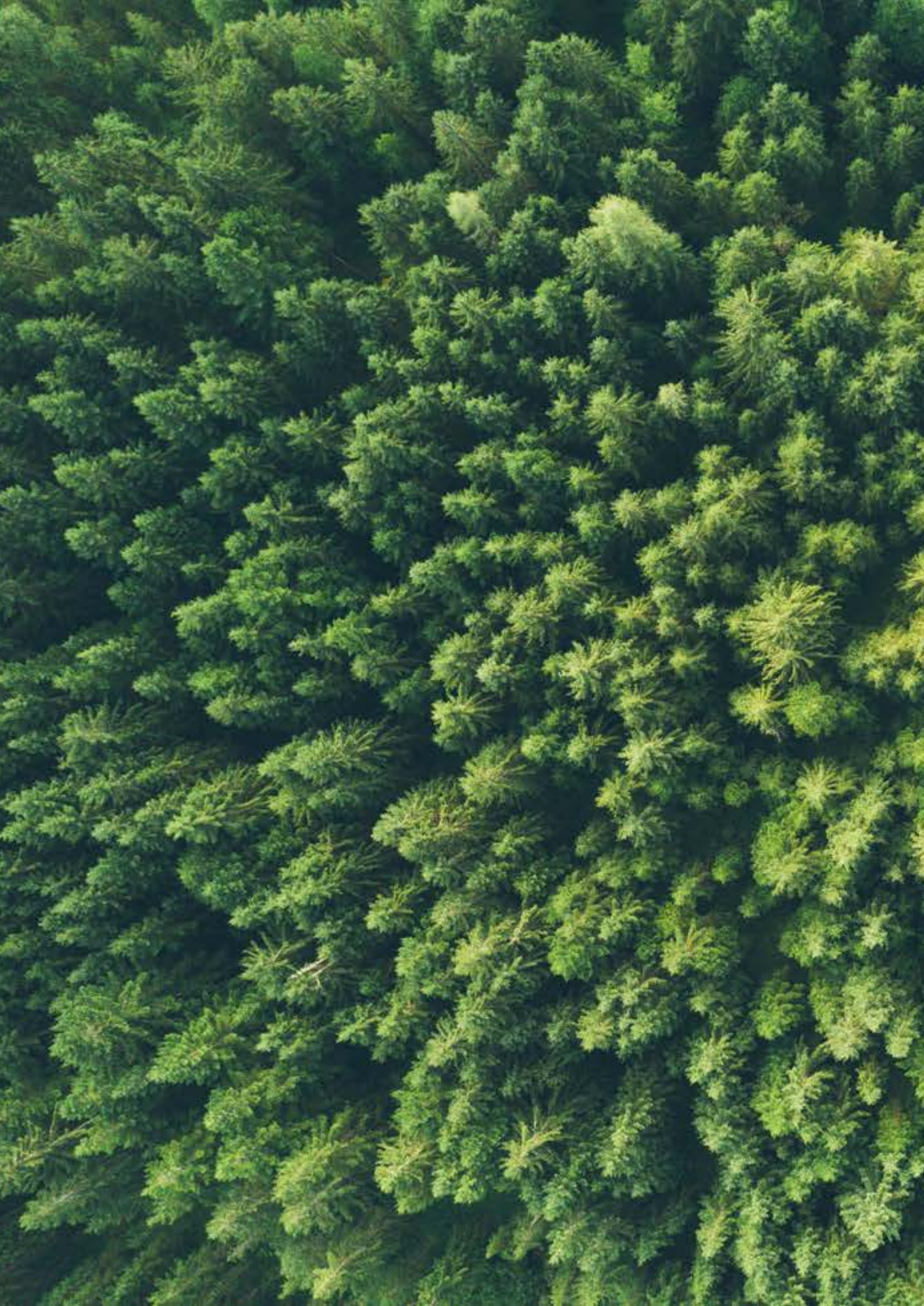
In 2023 we gave our support to the "Marcia dell'Alunno" donating, as usual, one of the lottery prizes. Marcia dell'Alunno is a cross country race organized by local primary and secondary schools to fund the purchase of school material and the organization of new educational programs. It's really important for us to contribute and help the local community since we believe that by supporting these initiatives, we may help the young students to become better men and create a brighter future for them and the whole community.

We also joined as official partners the breast cancer prevention day organized by the welfare care association. The event, organized in a mobile clinic, was dedicated to women not included in the screening programs of the regional prevention service and allowed to carry out free diagnostic examinations for those who requested it, giving the possibility to the employees of the partner companies and their families to register in advance. This day of prevention is just one of many that are organized in the territory to give greater importance to the prevention, because prevention is life!

In the field of education, we were invited by the Obici Higher Institute of Oderzo to collaborate and give the opportunity to the students of the mechanical field to carry out a dual internship within our company. On this opportunity, some company representatives visited the school to present our reality in a perspective of orientation for both mechanical and commercial sectors. Young people can inspire our evolution and this is why we believe it is important to maintain and promote links with the local schools.

As an internal corporate event, with the opportunity of the Christmas holidays, we organized a corporate event to exchange greetings and take stock of the past year. We believe that being able to organize this kind of meetings with all the different realities of the group, is very important to create greater social cohesion from which it will also benefit in terms of work and cooperation.





An aerial photograph of a dense, lush green forest. The trees are packed closely together, creating a vibrant, textured canopy of various shades of green. The perspective is from directly above, looking down on the forest floor.

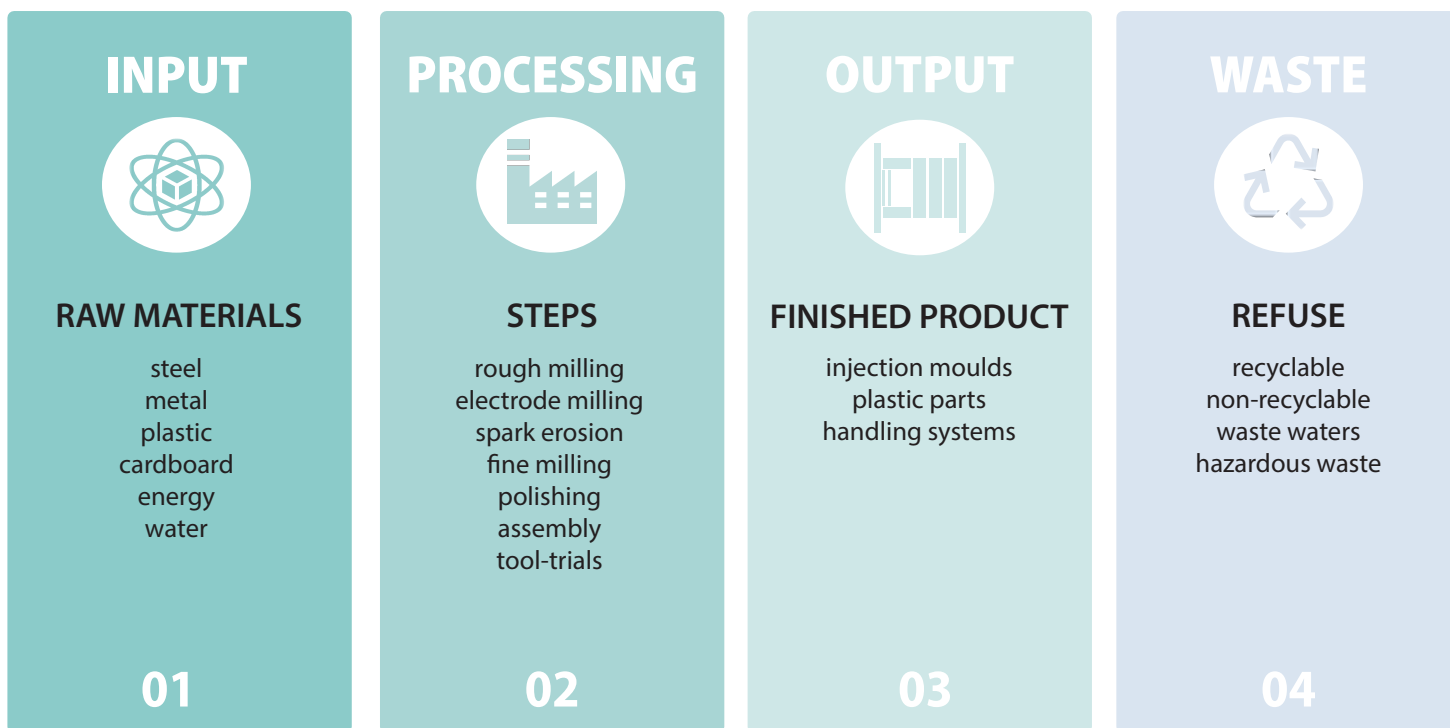
# PLANET

Our production process can be summarized in four main phases through which the raw material is transformed into finished mold and molded plastic parts. All these processes create, as a by-product, different types of waste which we undertake to recycle, where possible, to minimize the impact that the company has on the environment.

The continuous and constant control of our process and emissions allows us to guarantee that our products are manufactured with the lowest impact on the environment allowed by state-of-the-art technology and environmental care.

With the same perspective of sustainability, in all our plants we are adopting as much as possible a "plastic free" policy by using water dispensers to refill the flasks and eliminating from the vending machines all plastic bottles in favor of cans.

For a company like ours, where the consumption of plastic, for obvious reasons, is high, we believe it is fundamental and right to try to reduce even personal consumption because even small gestures like these can make a difference.



## RAW MATERIALS

Purchased raw materials are mainly steel, plastic granules and packaging. All materials are subject to specific controls by suppliers in order to comply with current legislation and required quality standards.

The raw material that is fundamental for us and that significantly affects the total purchases is steel. The tables below show the kg of steel purchased in the last three years. The amount of steel in 2023 remained fairly stable compared to the previous year where there had been a peak of purchase following the recovery of the car market after the pandemic situation.

The purchase of plastic granules has a different impact in relation to the plant. In the plants where the moulding takes place it represents a high percentage in the total purchased, while for the plants dedicated to the production of the moulds, it has a minimal impact.

The central table below shows the percentages of purchase of the main plastics we buy. PA and PC are mainly used for injection moulding and tool testing respectively.

Packaging materials represent only 1-2% of the total purchases made by the company during the year.

We are using mainly plastic (polyurethane, polystyrene, bubble, wrap, cellophane) and paper/cardboard. The data show, with reference to the total of the packages purchased, the relevant percentages of plastic and cardboard.

STEEL	
	kg
consolidated 2021	450.000
consolidated 2022	780.000
consolidated 2023	663.000

PLASTIC GRANULES			
	PA	PC	others
consolidated 2021	40%	35%	35%
consolidated 2022	40%	30%	30%
consolidated 2023	35%	30%	35%

PACKAGING		
	cardboard	plastic
consolidated 2021	24%	76%
consolidated 2022	17%	83%
consolidated 2023	20%	80%

# REQUIREMENTS

Our plants are mainly powered by national energy produced by hydroelectric plants, located in the surrounding mountains. They provide a sustainable energy supply that helps to reduce CO<sub>2</sub> emissions. We ensure that the supplier we rely on in the field of energy and gas is provided with both certifications: the **GREEN ENERGY CERTIFICATION** and the **CARBON NEUTRAL CERTIFICATION** that guarantees the compensation of greenhouse gas emissions.

Considering the large consumption we need to keep our machines active, the choice of green energy is an important factor that allows us to limit, as far as possible, our emissions and our impact on the planet.

The tables below show the energy, natural gas and water consumption that we sustained in the last three years taking into account not only those related to the headquarters, but also all the other establishments that we have in the region.

## NATURAL GAS



u.m.	sm <sup>3</sup>
consolidated 2021	46.076,00
consolidated 2022	45.543,00
consolidated 2023	36.636,00

## ELECTRICITY



u.m.	Kwh
consolidated 2021	2.252.490
consolidated 2022	2.285.574
consolidated 2023	2.010.333

## WATER



u.m.	m <sup>3</sup>
consolidated 2021	2.450
consolidated 2022	2.530
consolidated 2023	3.084

In our factories water is used not only for personal use, but also during some stages of the production process.

Waste water from mechanical processing is collected in special tanks according to the Italian legislation as it may contain traces of oils and other chemicals.

The disposal and cleaning of these tanks is carried out by an external company that also deals with the disposal of the water contained in them. Since the water is not clean, these liquids must pass through chemical and physical purification plants and appropriate biological treatments.

Keeping these data under control allows us to be more aware of what we emit and consume, in order to have a complete picture of the impact that the company has on the environment.

Our commitment to this is also linked to the **ISO 14001** certification that we are committed to achieving. This certification provides a management structure for the integration of environmental management practices, safeguarding the environment, preventing pollution and reducing energy and resource consumption.

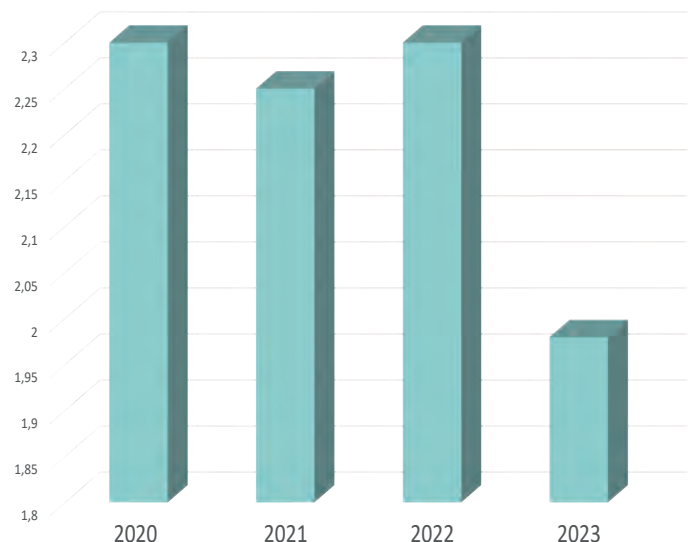
Since some years on internal machines located in different plants, we are using some monitoring systems that allow us to control energy consumption during the various activities that are carried out and thus help us to redirect production towards the use of low-consumption machinery.

### CORRECTIVE ACTIONS 2023

Thanks to the continuous control of these data and the calculation of our footprint on the environment, we have identified some corrective actions that can be put into practice to reduce consumption.

An important change was the replacement of the air compression system in our main plant with a new and more energy efficient one. The graph shows that this operation allowed us to save a significant electricity consumption, that is, up to almost 106 tons of CO<sub>2</sub>e that, for a company like ours, has an economic impact as well as an environmental one.

Through photometric measurement for leak analysis in compressed air distribution systems, we have identified a reduction of almost 23 tons the CO<sub>2</sub> emitted. The goal for 2024 is to reduce emissions by 20% compared to 2023.



# LOGISTICS

With regard to the third phase, that is, the output of our activities, these are delivered to customer by land, sea or air transportation.

As a result of the political sustainability in Eastern Europe and the Middle East, there has been a strong crisis in the transport sector that involved our company as regards imports of raw materials. As a result, we had to switch most of the transport which used to be made by seafright, is now done by air and rail transport, although the environmental impact is unfortunately greater.

The number of shipments that were made in 2023 is 447, the main destinations being Eastern Europe and America.

In total, these shipments crossed an overall distance of more or less 104.000 km, by truck, by ship and by plane, as highlighted here below:

NUMBER OF SHIPMENTS **447**      KM BY TRUCK **54k**      KM BY SEA **30k**      KM BY PLANE **20k**

# WASTE PRODUCTION AND DISPOSAL

All waste produced by our plants, is classified through EWC code as recyclable and not recyclable material and taken into account according to the provisions of law in force. At Inevo we continuously strive to reduce greenhouse gas emissions by reducing waste sent to landfill.

During 2023 the percentage of recycled waste was 37%, of which 30% corresponds to regenerated plastic waste and reinsterted in the market as second-life material. We evaluate plastic waste from a perspective of value and sustainable opportunity through a close collaboration with a local company that recovers industrial plastic residues and encourages the use of regenerated materials.

Compared to 2022, when the percentage of recycled waste was about 29%, the increase in recycled material has been significant and encourages us to reach larger quantities.

			2021	2022	2023
EWC CODE	WASTE DESCRIPTION	RECYCLABLE	KG PRODUCED	KG PRODUCED	KG PRODUCED
070213	Plastic waste	YES	31.140	28.900	54.822
120101	Ferrous metal shavings and fillings	YES	42.260	40.900	25.000
150106	Mixed material packaging	NO	14.540	11.380	6.800
150101	Paper and cardboard packaging	YES	9.200	4.080	1.600
150102	Plastic packaging	YES	1.620	580	300
120301	Aqueous washing liquids	NO	75.070	54.160	78.800
160121	Hydraulic pipes	NO	-	-	400
150103	Wood packaging	YES	7.600	6.180	11.000
120104	Non-ferrous metal dust and particles	NO	3.907	-	2.299
150202	Filter materials	NO	631	338	300
150110	Empty drums with traces of dangerous substances	NO	438	225	330
150111	Spray cans	YES	28	67	30
080111	Waste painting and varnish	YES	267	-	776
190905	Saturated or spent ion exchange resins	NO	234	-	38
130208	Used oil	NO	1.213	4.618	180
160601	Lead batteries	YES	-	-	34
160214	Hazardous components removed from equipment out of use	NO	-	46	225
160605	Other batteries and accumulators	YES	-	-	6

# CERTIFICATIONS

Meeting the needs of the market, and the high expectations of our customers, is the result of continuous improvement based on quality and innovation.

With this in mind, we work with conviction to ensure the development of projects which must comply with the strictest quality standards. We are **ISO 9001** certified for every phase of the project, from design to serial production of plastic parts and we are clear that we will strive towards the highest demands of the industry to be consistent with the trust that our customers place in us.

Furthermore, we are positively assessed by **Ecovadis** on the integration of the Sustainability/CSR principles in its business and management system and we are certified with bronze medal for the second consecutive year. At the same time, we have started certification process for ISO 14001 Environmental Management.

# CARBON FOOTPRINT

Climate changes and the unexpected and increasingly frequent weather events are the consequence of the worsening level of air pollution. One of the main factor is productive activities and in fact, despite being a key component of the economy, the industrial sector is one of the main sources of air pollution due to the high CO<sub>2</sub> emissions that are produced by burning gases, oil or following production processes. For this reason, it is important that each company is committed to the constant and continuous control of its emissions.

In INEVO and CST, we check every year the emissions that we produce to be sure they respect the limits foreseen by Single Environmental Authorization.

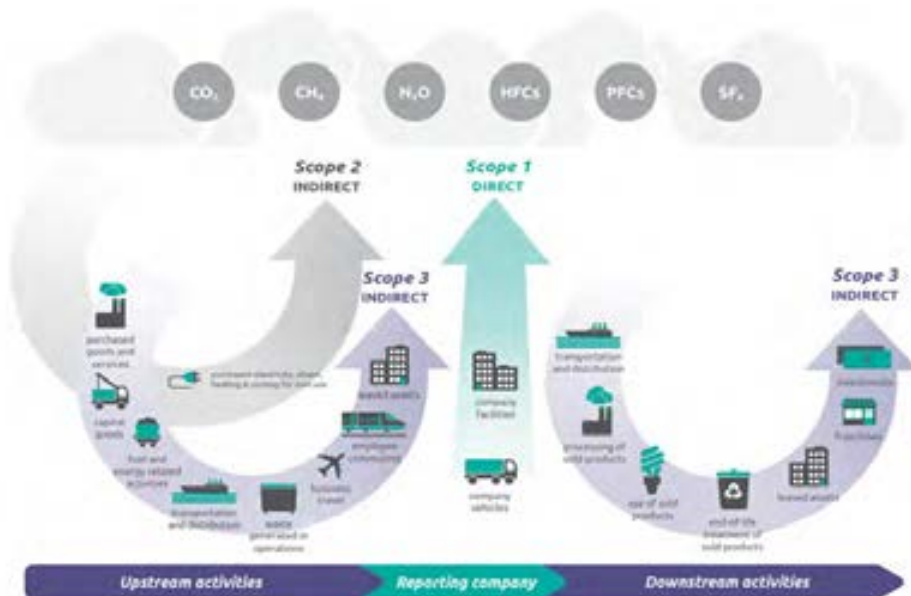
Quantifying the emissions allows the company to understand the environmental impact of the production activities, or the Carbon Footprint, helping to monitor the environmental and energy efficiency of its facilities. Having the general picture of what is the consumption allows us to take reduction measures to neutralize as much as possible the generation of CO<sub>2</sub>.

The calculation of the Carbon Footprint that we made for the past year, allowed us to identify what corrective actions could be taken to reduce our footprint. These behaviors are aimed not only at innovations at the company level, but have as an additional purpose to empower all those who work in the company because these are actions of common sense as a correct use of electronic devices, turning off the air conditioning and heating when not needed, etc.

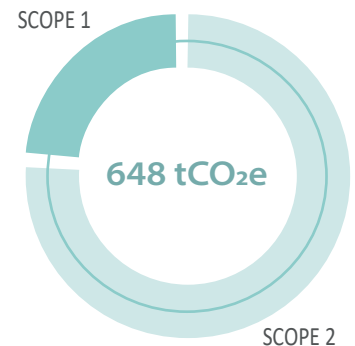
As a result of this study, the main targets we set for 2024 in terms of environmental compliance are:

- reduction of waste generated in the production process
- creation of a closed loop for thermal energy recovery from the air compression cycle
- quantification of indirect carbon dioxide emissions

The company's commitment to reducing its footprint can also be seen in small gestures such as planting trees. For example as per our agreement with company with which we collaborate for the refill of toner for the printer, we planted three trees in British Columbia (Canada) and other three trees in the French department of Mayenne.



Source: GHG Protocol Corporate Accounting and Reporting Standard







Inevo, CST Stampi and CST Cover thank everybody who contributed to this report.  
This report is available for downloading from [www.inevo.eu](http://www.inevo.eu) website.

Headquarter: Via Piave, 4  
31020, San Polo di Piave (TV) - Italy  
Phone: +39 0422 1345111  
[info@inevo.eu](mailto:info@inevo.eu)  
[www.inevo.eu](http://www.inevo.eu)  
[www.cststampi.it](http://www.cststampi.it)

# INEVO SRL

Via Piave, 4  
31020, San Polo di Piave (TV) - Italy  
Phone: +39 0422 1345111  
[info@inevo.eu](mailto:info@inevo.eu)  
[www.inevo.eu](http://www.inevo.eu)

