

# ***Sustainability Report 2024***



**G.A.M.A.**<sup>®</sup>  
ITALY | PROFESSIONAL



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# ***Sustainable Research and Innovation***

Letter to Stakeholders

Dear Stakeholders,

This letter is to inform you that the Company has begun drafting its first Sustainability Report in accordance with the European Corporate Sustainability Reporting Directive (CSRD – Directive EU 2022/2464).

Sustainability and inclusive progress are the new pillars guiding our journey toward a sustainable transformation. In this direction, the Company is actively committed to achieving the Sustainable Development Goals (SDGs) established by the United Nations in 2015, in alignment with the 2030 Agenda.

Since its foundation in 1969 by Mario Gardini in the industrial outskirts of Bologna, G.A.M.A. Italy Professional has stood out as a pioneer in research and innovation in the haircare sector. With the launch of the world's first professional hair straightener, we laid the groundwork for an enterprise devoted to creating cutting-edge solutions for both professional and consumer audiences.

Today, we are proud that the G.A.M.A. brand is present in over 80 countries worldwide, with its headquarters in San Pietro in Casale (BO) and four production sites located in Brazil, Argentina, Italy, and China. Our global presence is a tangible outcome of our ongoing commitment to research and innovation, which has enabled us to offer a wide range of products—from hair straighteners and dryers to curling irons, trimmers, and hair nourishment tools.

Our strength is driven by two core imperatives: Research and Innovation. These values inspire us every day to conduct in-depth studies, development, and testing on our products. With passion and dedication, we continuously explore new technologies and solutions to enhance our customers' experience, whether in professional or domestic settings.

In pursuing our mission to provide revolutionary, ergonomic, and durable haircare tools and technologies, we are committed to integrating sustainability principles into every aspect of our business.

This letter also marks the beginning of a shared journey: as our stakeholders, you will play an active role in the sustainability path that the Company is undertaking, helping us to identify together the topics that will form our double materiality matrix. Your engagement in this process will not only help us recognize the most significant impacts of our activities but will also enable us to develop more effective strategies to address them responsibly and sustainably.

We thank you for your continued support and collaboration as we strive toward a better future for all. We remain confident that, by working together, we can make a difference and create a lasting positive impact.

Kind regards

# History



\* Gossolengo Site

# Pioneers of Hairstyling

The History and Evolution of GA.MA

## Foundation and Evolution

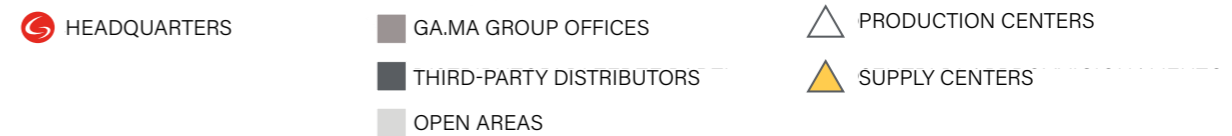
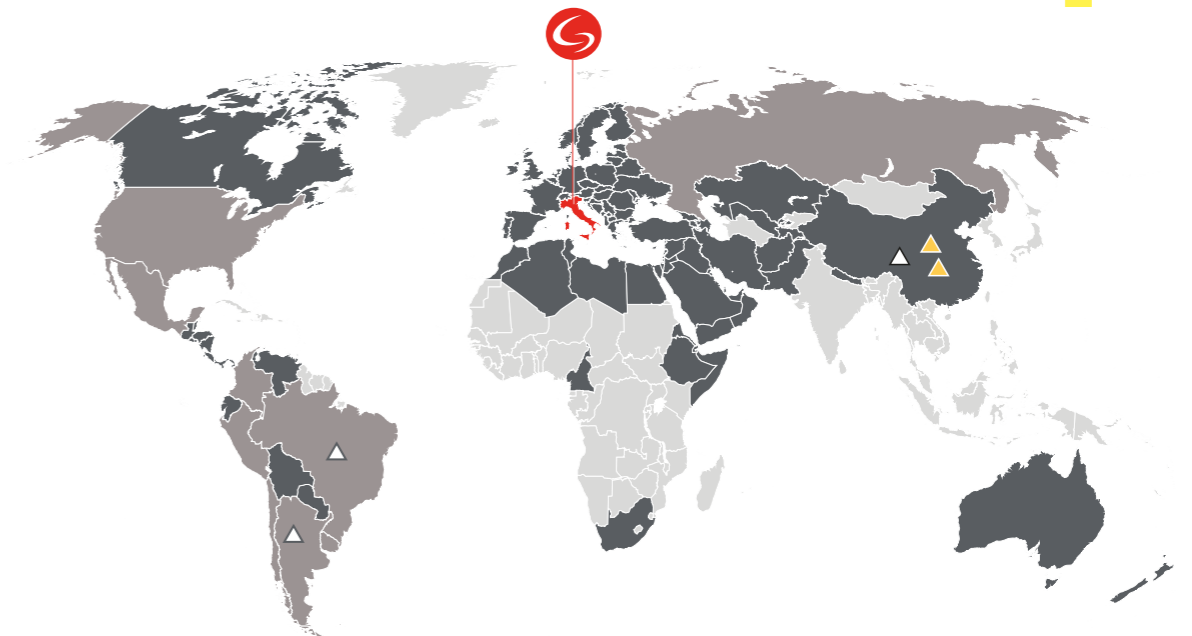
GA.MA Italy Professional, founded by Mario Gardini in 1969, was established in the industrial outskirts of Bologna, Italy.

In 2000, the company was acquired by the DUNA Group and has since experienced steady growth, evolving into a global enterprise with a strong presence in Latin America and Europe.

From the very beginning, the company became a synonym for research and innovation, launching the world's first professional hair straightener. Since its inception, GA.MA has played a pioneering role in hairstyling innovation, combining cutting-edge technology with the excellence of Italian craftsmanship — from the first mass-produced professional straightener to the revolution of hair dryers.

Today, under its global brand, GA.MA markets more than 200 products focused on the beauty and wellness sector and operates in 80 countries with manufacturing facilities in Asia, Latin America, and Europe.

From hair straighteners to hair dryers, curling irons to trimmers, and hair nourishment products, GA.MA provides state-of-the-art solutions designed for both professional and consumer markets.



## The Company Today

Today, the GA.MA brand is present in over 80 countries worldwide, with its headquarters in San Pietro in Casale (BO) and four production sites located in Brazil, Argentina, Italy, and China.

GA.MA operates two production facilities in Italy:

**San Pietro in Casale (BO) - Headquarters and Plant 1:** The headquarters includes: An office building covering 500 m<sup>2</sup> over two floors; A canteen and changing area of approximately 120 m<sup>2</sup>; A production area with workbenches of about 100 m<sup>2</sup>; Two internal warehouses totaling 2,000 m<sup>2</sup> and an external warehouse of 200 m<sup>2</sup>.

Main activities carried out at Plant 1:

- Procurement of components and finished materials: Based on monthly forecasts prepared by the commercial directors, raw materials and finished products are purchased by analyzing warehouse inventories and supplier lead times.
- Production: The operational phase where GA.MA products are manufactured according to the specific processes defined during the design phase.
- Quality control: Throughout production, products are checked to ensure compliance with the required quality standards; corrections or improvements are implemented when necessary.
- Distribution: Finished products are packaged and shipped to clients or distributors.

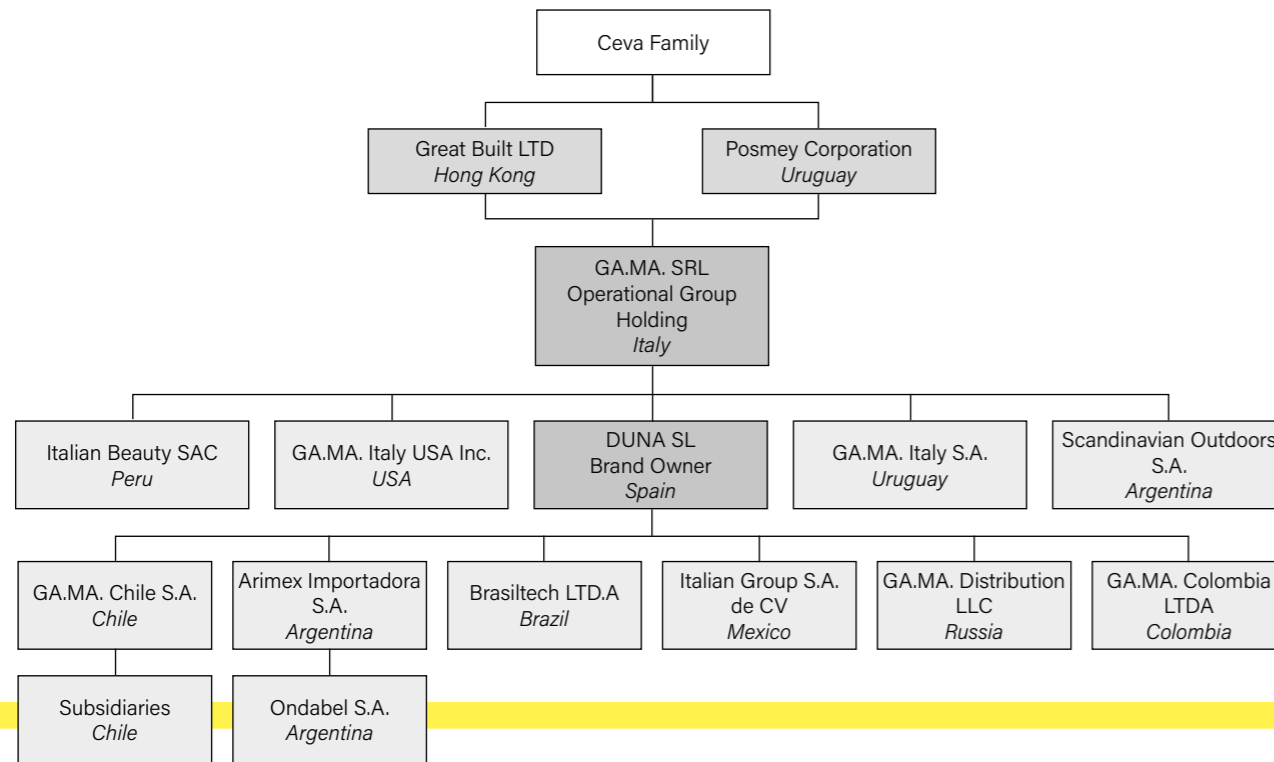
**Gossolengo (PC) - Plant 2:** This facility covers a total area of 1,212 m<sup>2</sup>, including 818 m<sup>2</sup> dedicated to the workshop/production area, 164 m<sup>2</sup> for storage, and 232 m<sup>2</sup> for offices and services, also featuring a mezzanine level. Through this site, GA.MA reinforces its commitment to creating a sustainable business and developing advanced technologies with meticulous attention to detail, reflecting the quality of Italian craftsmanship. The Piacenza plant is equipped with 270 solar panels of 370 watts each, capable of producing 1.3 GWh per year, achieving an annual saving of over 26 tons of CO<sub>2</sub> equivalent.

Main activities carried out at Plant 2:

- Research and Development: Concept creation, project design, implementation, project archiving.
- Technical Department: Prototype development, technical testing, modifications, and performance tests.
- Production: Production line setup, process controls, quality checks, and warehouse management.



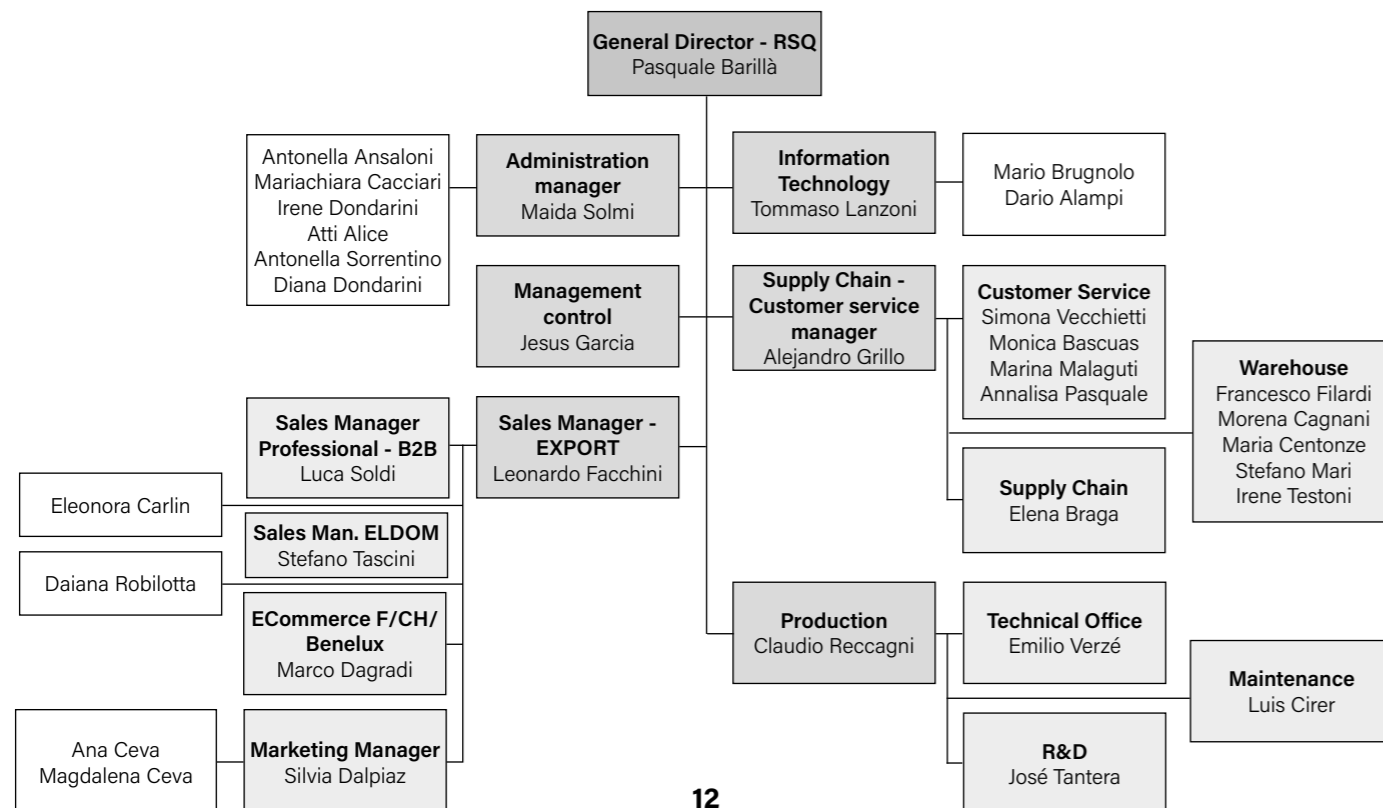
**Group organizational chart**



**Organizational structure of GA.MA**

GA.MA operates as the parent company, assuming the lead role in international trade and intermediation for the purchase and sale of goods. The company holds the license for the use of the GA.MA brand and also distributes third-party brands, including Wella Professional, Macadamia, Olivia Garden, Depend, BYS, and many others. In addition, GA.MA is responsible for the design and supervision of the Group's Research & Development strategy.

Below is the corporate organizational chart:



# Solutions for the Well-Being of People and the Planet

The Company's Vision and Mission

**Vision**

GA.MA aims to be a benchmark in sustainable innovation for the professional beauty sector, offering technological solutions that combine high performance, ease of use, and a strong environmental commitment. The goal is to make a tangible contribution to the well-being of people and the planet, anticipating market needs with products that enhance the everyday experience, both in salons and at home.

**Mission**

GA.MA's mission is to develop professional haircare tools that are revolutionary, ergonomic, durable, and sustainable. Every product is designed through continuous dialogue with hairstylists and industry experts, transforming their needs into practical technological solutions. At every stage of its activity, the company promotes the enhancement of local communities, creating jobs, supporting regional economic growth, and generating shared value.



*The strength of GA.MA is encapsulated in two words:  
Research and Innovation.  
These are the two guiding principles that drive the company's  
daily activities of study, development, and product testing.  
With passion and dedication, GA.MA constantly explores  
new technologies and solutions to enhance  
the user experience in every context.*

# Protagonists of Change

The Quality, Environment and Safety Team



## Juan Alejandro Grillo

*What is your personal definition of sustainability, and how do you think it can be concretely applied within the company?*

I don't have a strict definition, but to me, sustainability encompasses all the actions—environmental and economic—that individuals, communities, or companies can take to avoid compromising the well-being of present and future generations.

It can certainly be implemented gradually, from smaller to larger actions: raising awareness about waste separation and reduction, introducing green energy, promoting train travel whenever possible as a company practice, and so on.

It also means taking care of every aspect of employees' well-being, in order to foster a true sense of balance and fulfillment.

*Can you tell us about a project you are currently working on, or plan to develop in the coming years, to improve sustainability within the company? What are your short- and long-term goals?*

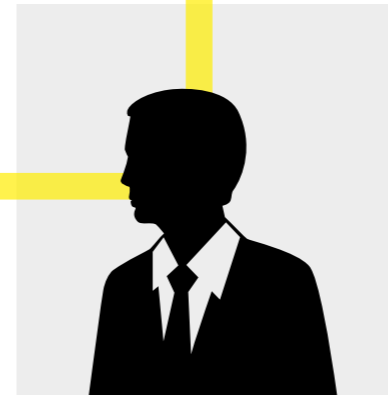
In general, the initiatives proposed by top management and the working groups include

- Promoting green mobility, starting with electric vehicles and, in the future, also bicycles.
- Expanding the photovoltaic system—already in place for several years—by adding battery storage to optimize energy use during nighttime hours.
- Reducing the use of plastic and paper cups.
- Switching to LED lighting across facilities.
- Purchasing a small machine to shred cardboard, so it can be reused as filler material for small shipments.
- Achieving ISO 9001 certification.
- Exploring the introduction of smart working (SW) to reduce the environmental impact of commuting

*What challenges do you think may arise in implementing sustainable policies within the company, and how do you plan to address them to ensure the long-term success of the project?*

The main challenges could be cultural, such as overcoming resistance to change, as well as issues related to lack of training, higher costs, and maintaining full control over the actions undertaken by the company.

By introducing initiatives gradually, these challenges can be addressed more effectively. Training will also play a key role in supporting this transition. Furthermore, it is essential to set a defined budget and establish specific KPIs linked to the company's ESG objectives, ensuring that progress can be monitored and sustained over time.



## Leonardo Facchini

*What is your personal definition of sustainability, and how do you think it can be concretely applied within the company?*

I believe sustainability has three dimensions: environmental, social, and economic.

In the company, this means respecting everything around us and adopting a conscious production process based on the use, reuse, and recycling of materials, as well as the recovery of waste. In offices and warehouses, every type of waste should be properly sorted and disposed of according to local municipal regulations.

From a social perspective, sustainability means ensuring that everyone has the same opportunities and possibilities, with no

discrimination of any kind.

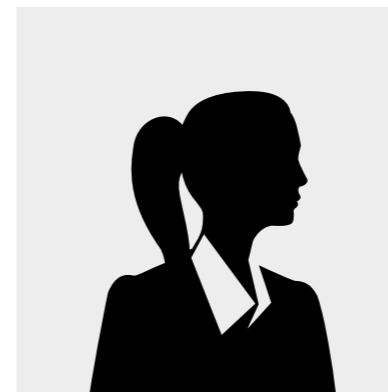
From an economic point of view, simply put, it means not overreaching—that is, making all financial decisions only when supported by achievable plans.

*Can you tell us about a project you are currently working on, or plan to develop in the coming years, to improve sustainability within the company? What are your short- and long-term goals?*

Certainly, the projects I intend to pursue focus on advancing gender equality and GHG.

*What challenges do you think may arise in implementing sustainable policies within the company, and how do you plan to address them to ensure the long-term success of the project?*

Competence has no gender or race. The goal is to recognize individual abilities and social intelligence, fostering the ability to prevent conflicts and contribute to a collaborative, proactive environment that supports the company's continuous growth — thereby enabling personal and professional development to advance together, each reinforcing the other.



## Antonella Sorrentino

*What is your personal definition of sustainability, and how do you think it can be concretely applied within the company?*

To me, sustainability means respecting and managing both the environment and human labor.

From an environmental perspective, it is essential to use renewable energy sources and recycle as much as possible in order to reduce waste, even in daily activities.

From a human and social standpoint, sustainability means ensuring that everyone has access to dignified work, with equal opportunities and no form of discrimination.

*Can you tell us about a project you are currently working on, or plan to develop in the coming years, to improve sustainability within the company? What are your short- and long-term goals?*

In our company, we are highly attentive to environmental issues. One of the projects we are currently pursuing involves replacing the company fleet with hybrid vehicles.

At the same time, in the production process, we are working to increase the use of recycled materials, for example by replacing plastic packaging with paper-based alternatives.

*What challenges do you think may arise in implementing sustainable policies within the company, and how do you plan to address them to ensure the long-term success of the project?*

It is essential to define clear objectives and ensure that everyone moves in the same direction.

# A Cutting-Edge Offering

GA.MA Products

From hair straighteners to dryers, curling irons to accessories, clippers to shavers, and even hair care products, GA.MA takes pride in offering cutting-edge solutions for both professional and consumer markets.

Key features that make GA.MA products unique:

- Lightweight and easy to handle
- Powerful airflow and efficient heating
- High performance, effectiveness, and durability
- 40% of motor components recyclable at the end of their lifecycle
- Motor design based on circular economy principles, enabling quick replacement of damaged parts
- High-quality materials and outstanding performance

## Professional Collections

- **GA.MA PROFESSIONAL:** the line of high-tech products for professionals, representing GA.MA Italy's premium and exclusive range. Sophisticated and intelligent design combines with innovative, cutting-edge technologies and the pure quality of Italian craftsmanship.
- **GA.MA BARBER:** brings modern design and advanced technology to the timeless tradition of shaving.

## Product Lines

The company is structured around several distinct product lines, each defined by specific functions and technologies. This section provides an overview of GA.MA's main product ranges.



**IQ LINE:** The IQ line has redefined the concept of the professional hairdryer, giving life to the first Smart Hairdryer.

Rooted in GA.MA's legacy of innovation, the IQ line sets new standards in professional styling, thanks to its smart performance and intelligent technology.



**LUMINE:** Elegance, lightness, and innovation for a superior styling experience. The LUMINE line combines sophisticated design, lightweight construction, and advanced technology.



**BRAVO:** Power, strength, reliability, innovation.

The BRAVO line is designed for professionals who demand powerful and reliable tools, even under intensive use.



**GBS ULTRA:** Ultra-powerful, ultra-precise.

With a robust and elegant design, crafted from premium materials and enriched with vintage details, the GBS ULTRA line captures the timeless essence of classic barbershops.



**CLASSIC LINE:** Professional-grade lines designed for intensive salon use.

## Technologies and Features

Over the years, continuous research in the field of haircare has led GA.MA to develop revolutionary technologies and distinctive features, including:

- **Oxy Active Technology:** releases active oxygen with purifying and antioxidant properties, keeping the hair surface protected and intact.
- **E System C Technology:** continuously monitors temperature to prevent overheating, automatically restoring the correct operating level to ensure longer lifespan and greater reliability of the hairdryer. Designed to enhance safety and durability, it meets the needs of professionals who demand consistent, high-level performance.
- **Ozone Ion Technology:** acts as a powerful antibacterial agent, helping to purify the scalp.
- **System C Technology:** automatically shuts off the device if the hairdryer becomes clogged, ensuring user safety and extending product life. Designed to ensure greater safety and extend the life of the hair dryer.
- **Instant Heat Technology:** makes GA.MA straighteners and curling irons among the fastest in the world to reach temperature, maintaining it uniformly and consistently.
- **Ultra Heat Technology:** reaches and maintains a constant temperature of up to 482°F (250°C).
- **Nano Silver Technology:** silver particles coating the plates and barrels provide a strong antibacterial effect.
- **Plasma Technology:** generates over 10 million positive and negative ions, combined with a powerful ozone flow, to ensure healthier, softer, shinier hair, free from frizz.
- **Professional Digital Brushless Motors:** motors without mechanical brushes or collectors, reducing friction, wear, and energy loss. The absence of brushes extends motor life and minimizes maintenance needs.
- **Lithium Batteries for Shavers:** ensure fast charging and a minimum runtime of 60 minutes.
- **High-Quality Materials:** all products are made using the finest materials available, such as stainless steel, ceramic, and titanium.
- **Cord-Cordless Function for Shavers:** allows the device to be used with or without a power cord, ensuring greater ergonomics and lightness.



# ***Materiality***



# GA.MA and Change

## Materiality Analysis

For the preparation of GA.MA's first Sustainability Report, it is essential to develop the Double Materiality Matrix in accordance with the CSRD Directive 2464/2022 guidelines. These matrices are based on the company's risks and opportunities.

The two types of materiality defined under the CSRD framework are:

1. Financial materiality – the impact of the ecosystem on the company;
2. Impact materiality – the impact of the company on its ecosystem.

The materiality analysis is the process that enables GA.MA to identify its priority topics (material issues), highlighting the most significant impacts generated by the company and its value chain on the planet, people, society, and the economy.

This approach has long been promoted by the Global Reporting Initiative (GRI) and the International Integrated Reporting Committee (IIRC) as a key principle to align corporate reporting with stakeholder expectations.

An organization reporting in accordance with the ESRS standards (ESRS 1 and ESRS 2) and GRI standards (GRI 3.1 and GRI 3.2) must determine its material topics. In doing so, it should also make use of GRI Sector Standards, where applicable. It should be noted that sector-specific ESRS indicators, developed by EFRAG—for instance, those related to the Oil & Gas sector—are still in the process of being defined.

The identification of GA.MA's material topics will therefore be based on the analysis of: ESRS 1 – General Requirements; ESRS 2 – General Disclosures; GRI 3 – Material Topics 2021; GRI 3.2 – List of Material Topics

# The Future in 11 Steps

## Stakeholder Survey

Stakeholders were kindly asked to assign a score from 1 to 5 to the questions related to the following topics.

For each theme proposed by the standard, the following aspects were evaluated:

- Current level of awareness and actions implemented: assign a higher value when the Company demonstrates greater awareness and commitment toward the topic in question.
- Relevance of the topic for the Company surveyed: indicate how important the topic is within the company's decision-making processes.

### Topic 1. Energy Efficiency

Energy efficiency refers to the effective and sustainable use of energy aimed at reducing overall consumption without compromising comfort or functionality.

This concept is fundamental for reducing greenhouse gas emissions, achieving economic savings, and decreasing dependence on non-renewable energy sources.

Improving energy efficiency may involve the adoption of advanced technologies, better resource management, and the implementation of sustainable practices across homes, offices, and industries.

### Topic 2. Atmospheric Emissions

Atmospheric emissions refer to the release of pollutants into the air from various sources, including industries, vehicles, agricultural activities, and households.

These pollutants may include greenhouse gases such as carbon dioxide (CO<sub>2</sub>) and methane (CH<sub>4</sub>), as well as particulate matter, nitrogen oxides (NO<sub>x</sub>), and volatile organic compounds (VOCs).

Air emissions have a significant impact on air quality, human health, and climate change.

Reducing emissions is therefore crucial to protecting the environment and ensuring a sustainable future.

### Topic 3. Waste Management and Circular Economy

Waste management involves the collection, treatment, and disposal of waste to minimize negative impacts on the environment and human health.

The circular economy aims to reduce waste generation through reuse, recycling, and material regeneration, promoting a sustainable cycle of resource use that extends product lifecycles and reduces environmental impact.

### Topic 4. Health and Safety at Work

Health and safety in the workplace concern the prevention of injuries and occupational diseases through the identification and management of risks.

This includes creating a safe working environment, adopting safe practices, using personal protective equipment (PPE), and providing continuous employee training.

Ensuring workplace health and safety is essential for employee well-being and for enhancing overall company productivity.





**Topic 5. Human Rights, Equal Opportunities, and Employee Well-Being**

These concepts concern the respect and protection of every worker's fundamental rights, the promotion of equal opportunities regardless of gender, ethnicity, age, or other characteristics, and the improvement of working conditions to ensure a healthy and supportive environment. Safeguarding human rights, equality, and employee well-being is essential to building a fair, inclusive, and productive workplace.

**Topic 6. Training and Personal Development**

Training and personal development activities aim to enhance individual skills, knowledge, and abilities through courses, workshops, mentoring, and other educational initiatives. These activities are fundamental for professional growth, career advancement, and personal well-being, helping to create a more motivated, engaged, and productive work environment.

**Topic 7. Integrity, Ethics, Anti-Corruption, and Anti-Competitive Behavior**

Integrity and ethics refer to acting honestly, transparently, and in alignment with moral values. Anti-corruption initiatives aim to prevent and combat corruption through strict policies, training, and monitoring. Promoting integrity, ethics, and anti-corruption practices is essential to building trust, sustainability, and a healthy, responsible organizational culture. Anti-competitive behavior refers to business practices that limit or distort fair competition in the marketplace.

**Topic 8. Community Engagement and Partnerships with Local Entities**

Community engagement and partnerships with local entities involve collaboration with organizations, institutions, and community groups to promote local well-being. This includes volunteering activities, sponsorships, joint projects, and sustainable development initiatives. Such actions strengthen community ties, enhance corporate reputation, and contribute positively to the socio-economic development of the local area.

**Topic 9. Sustainable Logistics**

Sustainable corporate logistics refers to the optimization of transportation, storage, and distribution activities to reduce environmental impact. This includes the use of low-emission vehicles, route optimization, reduction of packaging, and energy efficiency in warehouses. Adopting sustainable logistics practices helps decrease pollution, lower operating costs, and promote environmental responsibility.

**Topic 10. Cybersecurity and Data Protection**

Cybersecurity and data protection concern the safeguarding of sensitive information from unauthorized access, cyberattacks, and accidental loss. This includes implementing preventive measures such as firewalls, encryption, and multi-factor authentication, as well as promptly managing vulnerabilities through regular updates and security patches. Maintaining data security is essential to ensure the confidentiality, integrity, and availability of both corporate and customer information, while reducing the risk of breaches that could compromise the company's reputation and operations.

**Topic 11. Customer Care and Service Quality**

Customer care and service quality concern the attention a company gives to its customers' needs and satisfaction. This includes timely handling of requests, effective problem resolution, a proactive approach to customer support, and the provision of personalized, high-quality services. Ensuring excellent service quality and efficient customer care enhances customer loyalty, strengthens corporate reputation, and contributes to the sustainable growth of the business.

# Environment, Work, Integrity

## Materiality Matrix

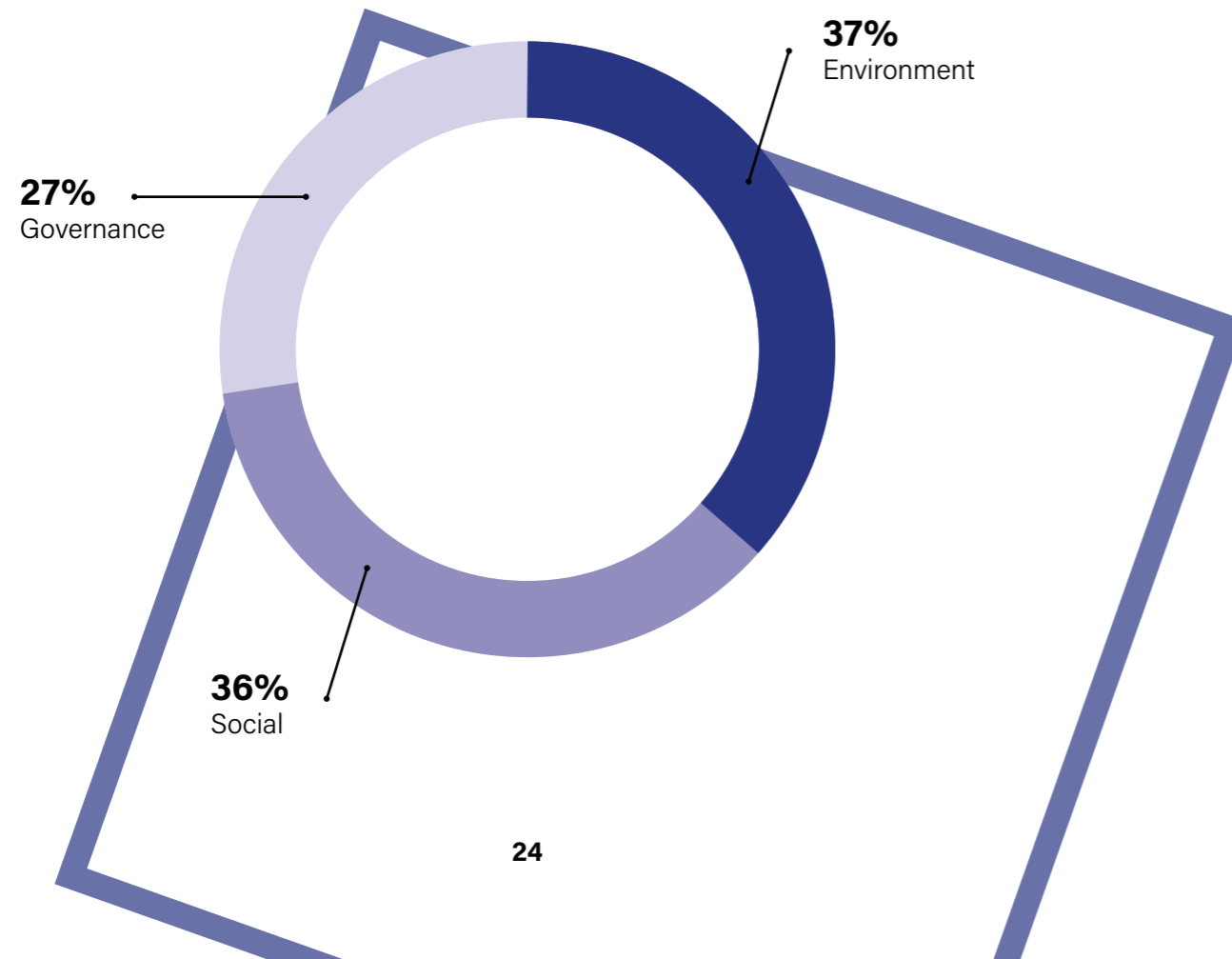
For each material topic analyzed and illustrated above, the average scores assigned by internal stakeholders and those given by external stakeholders were summed. These results are based on a 1-to-5 scoring system for each topic, assessed against two variables: the level of awareness, and the level of importance that each participant attributes to the specific topic. This process made it possible to identify as “strategic material topics” those with a combined value greater than 8.5 on a scale from 1 to 10.

### Qualitative Impact Assessment

Consequently, a critical evaluation of the results obtained through the quantitative methodology described above was carried out.

The topics associated with the identified impacts were then analyzed from the stakeholders’ perspective, based on the findings of the survey activity.

Below is a graphical representation of the results, correlating the material topics with the relevant ESG indicators, using the corresponding GRI references.



Among environmental topics, the most relevant ones identified are:

- Energy efficiency (scoring 9.3 from internal stakeholders and 9.1 from external stakeholders)
- Atmospheric emissions (scoring 8.7 from internal stakeholders and 9.3 from external stakeholders)
- Water resource management (scoring 8.8 from internal stakeholders and 9.1 from external stakeholders)

Stakeholders expressed strong attention and concern regarding the topic of Energy Efficiency, emphasizing the need to reduce energy and gas consumption in a functional and sustainable way, in order to minimize both environmental and economic impacts.

Another topic of particular interest is Atmospheric Emissions, which—like waste—can have a significant environmental and health impact, even far from the areas where they are generated.

Finally, Water Resource Management emerged as a further key material topic. It is crucial for reducing environmental impacts and, through consumption monitoring, adoption of efficient technologies, and internal awareness-raising, it promotes a responsible use of water throughout the value chain, integrating water conservation into the company’s broader environmental strategy.

Among social topics, the most relevant ones are:

- Health and safety at work (scoring 9.5 from internal stakeholders and 10.0 from external stakeholders)
- Human rights, equal opportunities, and employee well-being (scoring 9.2 from internal stakeholders and 9.5 from external stakeholders)
- Training and personal development activities (scoring 9.3 from internal stakeholders and 9.2 from external stakeholders).

Stakeholders expressed particular attention and concern regarding the topics of Health and Safety at Work, Human Rights and Equal Opportunities, and Training and Personal Development. In the first case, the focus is on ensuring healthy and safe workplaces through effective risk management policies. In the second, emphasis is placed on the respect and protection of every worker's fundamental rights, and on the promotion of equal opportunities regardless of gender, ethnicity, age, or other personal characteristics. Furthermore, stakeholders highlighted the need to expand training and personal development activities, which are directly linked to improvements in production processes and, at the same time, foster the professional and personal growth of employees.

Among governance topics, the most relevant are:

- Cybersecurity and data protection (scoring 9.6 from internal stakeholders and 9.4 from external stakeholders)
- Integrity, ethics, and anti-corruption (scoring 8.8 from internal stakeholders and 9.8 from external stakeholders)

Ensuring cybersecurity is essential to protect sensitive data and maintain operational continuity. Investing in protection systems, training, and monitoring helps reduce risks and strengthen stakeholder trust, which was shown to be particularly high in this area.

Stakeholders also emphasized the importance of Integrity, Ethics, and Anti-Corruption, stressing the need for transparency in the implementation of the corporate ecosystem and for preventing corruption-related phenomena.

### Identification of Material Topics

Following the quantitative and qualitative evaluation process described above, the following topics have been identified as material:

- Energy efficiency
- Atmospheric emissions
- Waste management and circular economy
- Health and safety at work
- Human rights, equal opportunities, and employee well-being
- Training and personal development
- Integrity, ethics, and anti-corruption
- Community engagement and partnerships with local entities
- Sustainable logistics
- Cybersecurity and data protection
- Customer care and service quality

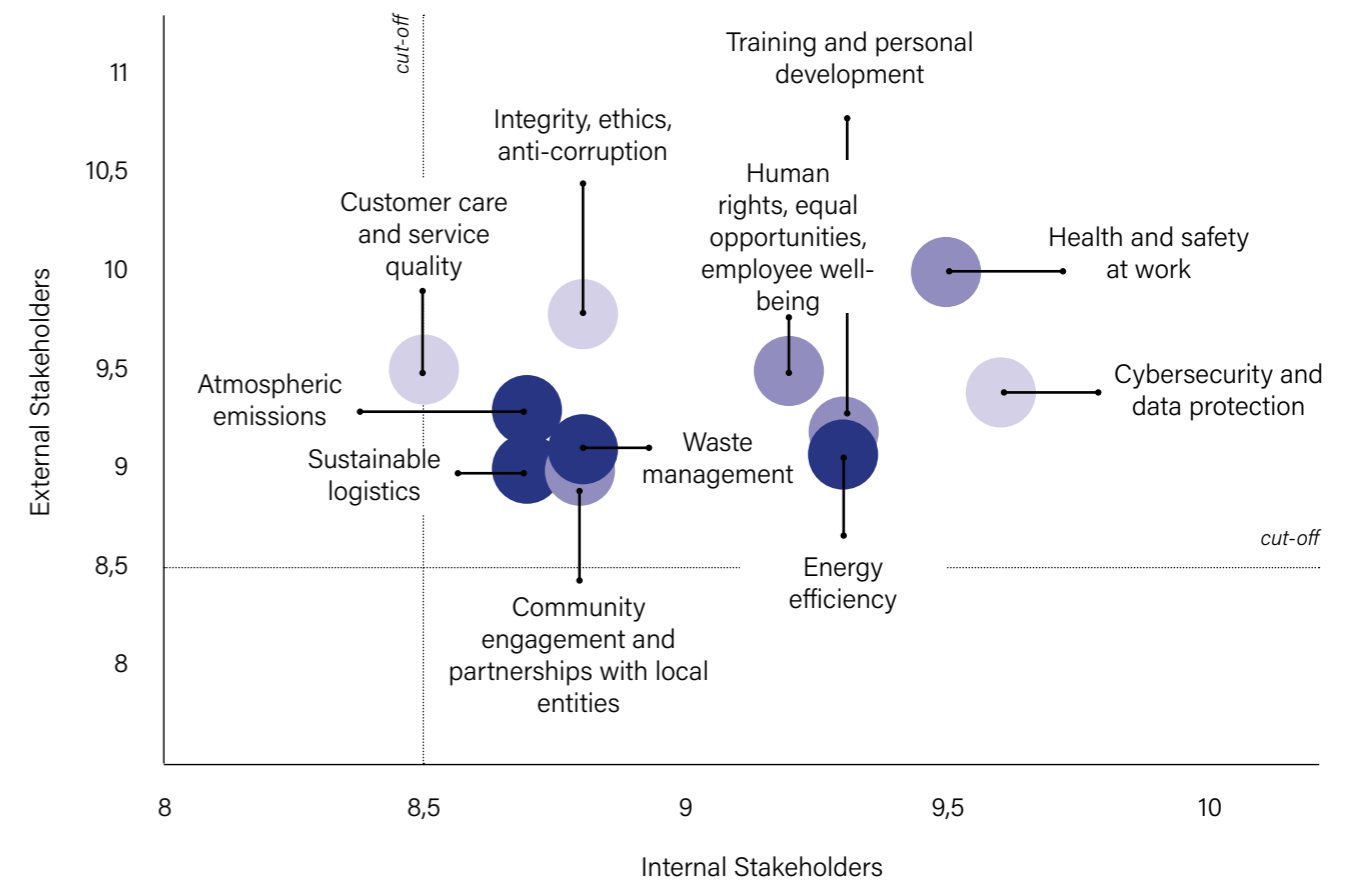
The indicators corresponding to the topics listed above will be addressed in the following chapters of this document.

### Materiality Matrix

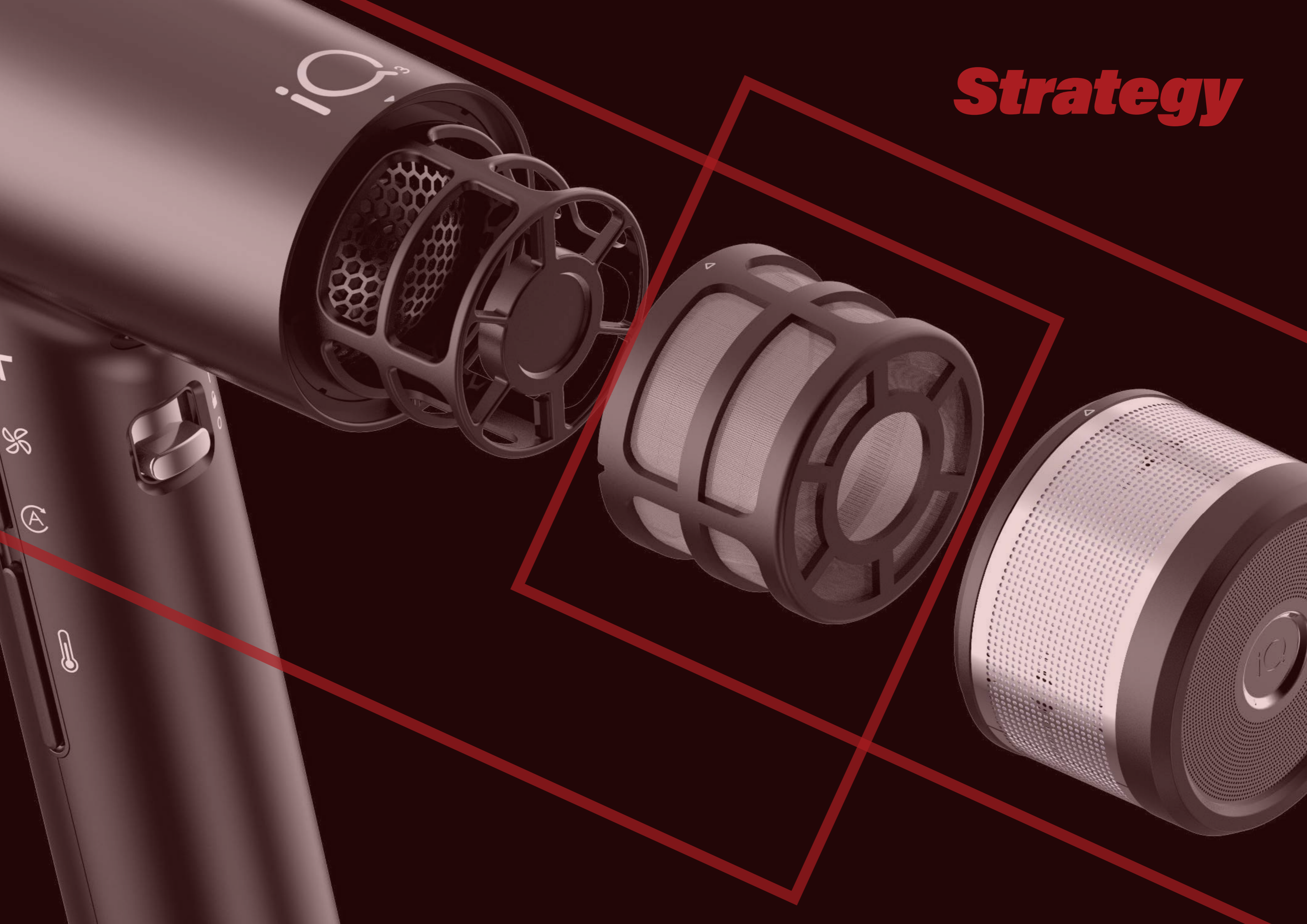
A materiality analysis enables an organization to determine which sustainability issues to prioritize and invest in, thereby defining an appropriate strategy and sustainable investment plan.

Below is the materiality matrix, which illustrates the identified material topics by comparing two key dimensions:

- External stakeholders
- Internal stakeholders.



***Strategy***



# A Corporate Mission

## The Sustainability Strategic Plan

In the context of a world increasingly aware of and committed to sustainability, GA.MA aims to define an ambitious and engaging strategic plan designed to integrate the fundamental principles of the 2030 Agenda, as outlined by the 17 Sustainable Development Goals (SDGs).

The company recognizes its responsibility toward the environment, society, and future generations, and is firmly committed to transforming its corporate philosophy into concrete actions that contribute to a fairer, healthier, and more sustainable world.

This strategic plan represents GA.MA's tangible commitment to creating shared value through the promotion of responsible production practices, the protection of natural resources, and the adoption of ethical labor policies.

The GA.MA ecosystem is ready to lead positive change within the industry, demonstrating that sustainability is not just a choice, but an integral part of its corporate mission.

From the analysis of the Sustainable Development Goals and the materiality assessment described earlier, the key pillars of GA.MA's sustainability strategic plan have been identified. These pillars are aligned with the following SDGs:



The Key Pillars of GA.MA's Strategy:

### Energy Efficiency

- Conducting energy audits to analyze consumption in detail, identify areas of waste, and uncover opportunities for optimization;
- Implementing a system for monitoring energy consumption;
- Improving buildings and office efficiency through targeted upgrades;
- Completing the replacement of all lighting points with LED technology.

### Atmospheric Emissions

- Implementing CO<sub>2</sub> offset initiatives to reduce environmental impact, including the purchase of hybrid company vehicles.

### Waste Management and Circular Economy

- Introducing recycling programs and initiatives to reduce plastic use in offices.

### Health and Safety at Work:

- Increasing by 10% the total number of training hours dedicated to workplace safety courses (ref. Legislative Decree 81/08);
- Carrying out safety improvement measures and enhancing hazard reporting systems.

### Human Rights, Equal Opportunities, and Ethical Labor:

- Promoting flexible working hours;
- Introducing new employee benefits and monitoring satisfaction levels;
- Encouraging physical well-being and fitness programs for employees;
- Implementing Gender Equality Certification.





# Concrete Actions for Sustainability

## Strategic Objectives

### Training and Personal Development:

- Increase the total number of training hours provided to employees by 10%;
- Evaluate the introduction of specialized training courses for specific corporate roles;
- Monitor the personal objectives of each employee;
- Implement cost recovery initiatives related to employee training activities.

### Integrity, Ethics, and Anti-Corruption:

- Introduce the Organizational Model 231;
- Implement social responsibility policies promoting transparency, anti-corruption, ethics, and conduct through a Code of Ethics;
- Establish a whistleblowing policy and provide training for personnel on its application;
- Submit the application for obtaining the Legality Rating

### Community Engagement and Partnerships with Local Entities

- Strengthen GA.MA's connection with local communities.

### Sustainable Logistics:

- Increase the amount of recyclable waste related to packaging materials.

### Cybersecurity and Data Protection

- Enhance data protection systems and provide employee training on cybersecurity practices.

### Customer Care and Service Quality:

- Increase the percentage of customers surveyed to collect feedback on their experience with GA.MA.

Adopting this strategy will enable GA.MA to continue contributing actively to several Sustainable Development Goals, creating a positive impact on the environment, society, and economic prosperity.

OBJECTIVE	PROJECT	TIMELINE
<b>ENERGY EFFICIENCY</b>		
Energy Audit	Preparation of the Energy Audit Report in compliance with Legislative Decree 102/2014 and subsequent amendments	From 2025/2026
Real-time energy consumption data collection	Installation of an energy monitoring system and assessment of access to incentive mechanisms	From 2025/2026
Improving building and office insulation	Modernization of facilities to reduce heating and cooling requirements	In progress – completion by 2026
Energy efficiency	Relamping: Replacement of lighting systems with LED technology	In progress – completion by 2026
<b>ATMOSPHERIC EMISSIONS</b>		
Reduction of CO <sub>2</sub> emissions through renewable energy	Obtain Guarantee of Origin (GO) certification from the electricity supplier; evaluate phased purchase of green energy	From 2025
Low-impact company fleet	Purchase of hybrid and/or fully electric company vehicles for employees	From 2024
<b>WASTE MANAGEMENT AND CIRCULAR ECONOMY</b>		
Recycling and waste reduction programs	Implementation of "Plastic-Free Office" policy	From 2024

OBJECTIVE	PROJECT	TIMELINE
<b>HEALTH AND SAFETY AT WORK</b>		
Increase safety training by 10%	Preparation of an annual training plan exceeding the minimum requirements of Legislative Decree 81/08	From 2025
Encourage the reporting of potential risks/hazards (e.g., near misses)	Establishment of a dedicated communication channel to report risks promptly (e.g., online form)	By 2026
<b>HUMAN RIGHTS, EQUAL OPPORTUNITIES, AND EMPLOYEE WELL-BEING</b>		
Introduction of new employee benefits	Implementation of benefits based on internal surveys aimed at identifying employee needs and preferences	From 2025
Measurement of employee satisfaction	HR dossier and internal satisfaction survey through employee interviews/questionnaires	Biennial monitoring – next survey in 2026
Promotion of employee physical activity	Offer corporate fitness programs or incentives such as discounts/partnerships with gyms, yoga studios, pilates centers, or swimming pools	By 2026
Improvement of work-life balance	Introduction of flexible working hours tailored to individual goals and needs	From 2025
Implementation of Gender Equality Certification	Achievement of UNI/PdR 125:2022 Gender Equality Certification	By 2026

OBJECTIVE	PROJECT	TIMELINE
<b>TRAINING AND PERSONAL DEVELOPMENT</b>		
Increase by 10% the number of training hours provided to each employee / management line	Implementation of an annual training plan focused on ESG-related topics	From 2025
Monitoring of individual employee goals and feedback exchange with management	Organization of one or more annual meetings between each employee and their manager (performance review)	By 2026
Employee cost optimization and performance improvement	Optimization of labor costs through: <ul style="list-style-type: none"> <li>• Turnover analysis</li> <li>• Personnel budgeting</li> <li>• Definition of specific KPIs</li> </ul>	By 2026
Enhancing training hours and quality in line with ISO 9001 quality management targets	Delivery of specialized training courses funded by interprofessional funds or supported by tax incentives	From 2025
<b>INTEGRITY, ETHICS, AND ANTI-CORRUPTION</b>		
Ensure compliance with local and international laws; promote transparency in corporate activities	Assessment and implementation of a Code of Ethics	From 2025
Timely reporting of misconduct or unethical behavior in the workplace	Activation of a whistleblowing channel and related employee training	By 2025
Implementation of Organizational Model 231	Full compliance with the procedures defined by Model 231	By 2026
Adoption of ethical and transparent business conduct	Assessment of the requirements for obtaining the Legality Rating (Art. 5, Legislative Decree No. 1/2012)	From 2025
<b>COMMUNITY ENGAGEMENT AND PARTNERSHIPS WITH LOCAL ENTITIES</b>		
Establish meaningful partnerships with local organizations	Renewal of agreements with municipalities, schools, and training institutions (including programs for the employment of disadvantaged individuals)	From 2025
Strengthen GA.MA's connection with the community	Renewal of sponsorships for sustainability-related events; list of renewed projects from 2025 onward	From 2025



OBJECTIVE	PROJECT	TIMELINE
<b>SUSTAINABLE LOGISTICS</b>		
Sustainable packaging	Increase the share of recyclable or compostable packaging materials	From 2025
Evaluate FSC certification	Conduct an LCA (Life Cycle Assessment) focused on packaging	From 2025
Develop a low-impact company fleet	Purchase of hybrid or fully electric company vehicles for employees	From 2025
<b>CYBERSECURITY AND DATA PROTECTION</b>		
High standards for information security management	Achievement of ISO 27001 certification	By 2026
Assessment and protection of registered models/designs with UIBM	Evaluate potential tax benefits arising from registrations or self-declarations	From 2025
Enhancement of data protection	Employee training courses on data protection, cybersecurity, privacy, and GDPR compliance	From 2025
<b>CUSTOMER CARE AND SERVICE QUALITY</b>		
Increase the sample of surveyed customers	Submission of customer satisfaction surveys via email or online platforms	From 2025
Implementation of a CRM system (Customer Relationship Management)	Adoption of an integrated CRM platform	From 2025

# Goals for the 2030 Agenda

Sustainable Development Goals

The topics described in the Strategic Plan are aligned with the following SDGs:

### 3. Good Health and Well-Being

3.9 By 2030, substantially reduce the number of deaths and illnesses caused by hazardous chemicals and by air, water, and soil pollution and contamination.

3.d Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction, and management of national and global health risks.

### 5. Gender Equality

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

### 6. Clean Water and Sanitation

6.3 Improve water quality by reducing pollution, eliminating dumping, and minimizing the release of hazardous chemicals and materials; halve the proportion of untreated wastewater and substantially increase recycling and safe reuse globally.

6.6 By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes.



## 7. Affordable and Clean Energy

7.2 By 2030, substantially increase the share of renewable energy in the global energy mix.

7.3 By 2030, double the global rate of improvement in energy efficiency.

## 8. Decent Work and Economic Growth

8.4 Improve progressively, through 2030, global resource efficiency in consumption and production, and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.

## 10. Reduced Inequalities

10.2 Empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic, or other status.

## 11. Sustainable Cities and Communities

11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage.

11.a Support positive economic, social, and environmental links between urban, peri-urban, and rural areas by strengthening national and regional development planning.

## 12. Responsible Consumption and Production

12.2 By 2030, achieve the sustainable management and efficient use of natural resources.

12.5 Substantially reduce waste generation through prevention, reduction, recycling, and reuse.

## 13. Climate Action

13.3 Improve education, awareness, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

## 15. Life on Land

15.9 By 2030, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies, and accounts.



# ***Environment***



# Clean Energy, Recycling, Quality

## Environmental Responsibility

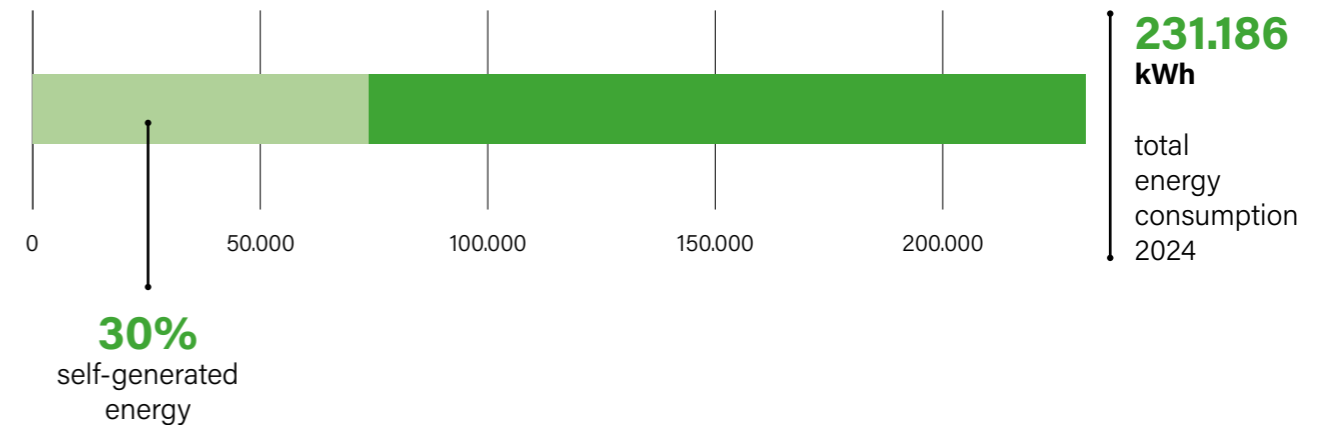
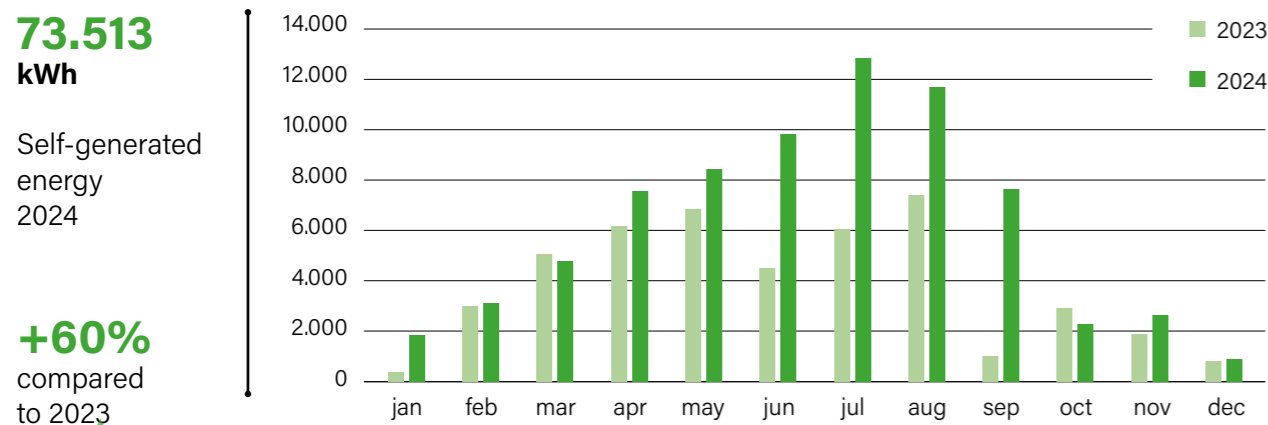
*"Promoting sustainability criteria throughout the production chain and limiting the environmental impact of business activities are goals that GA.MA is increasingly pursuing and implementing"*

GA.MA demonstrates a constant commitment to sustainable development and to the preservation of the environment, respecting the biological balance of the ecosystems in which it operates. By adopting a vision of responsible production, the company is dedicated to promoting virtuous manufacturing practices that ensure harmony between its operations and the surrounding environment. In this perspective, GA.MA has developed projects aimed at implementing a holistic vision of sustainability.

### Energy Consumption and Production

Energy management represents a strategic area for the company — not only in terms of operational efficiency, but also for its environmental impact and its role in the transition toward more sustainable production models. For this reason, monitoring energy consumption and production has become an established practice aimed at ensuring transparency, control, and process optimization.

GA.MA operates a photovoltaic system that actively contributes to the generation of renewable energy, fully integrated into the company's broader environmental sustainability strategy. Within the framework of actions designed to reduce environmental impact and increase energy efficiency, the use of solar power serves as a strategic lever in the transition toward a more sustainable energy model — directly contributing to the reduction of emissions and the strengthening of energy autonomy. The company regularly monitors the output of its photovoltaic system, tracking its monthly performance. Below are the overall results recorded over the past two years.



In 2024, the company produced 73,513 kWh of energy from photovoltaic sources, marking an increase of approximately 60% compared to 2023 (46,210 kWh).

During the year, the company's total energy consumption amounted to 231,186 kWh, a demand that was partially met through internal renewable sources. The self-produced energy covered a significant share of overall consumption, accounting for about 30% of the annual total.

This result reflects the company's ongoing commitment to strengthening renewable energy sources and represents a concrete step toward decarbonization.

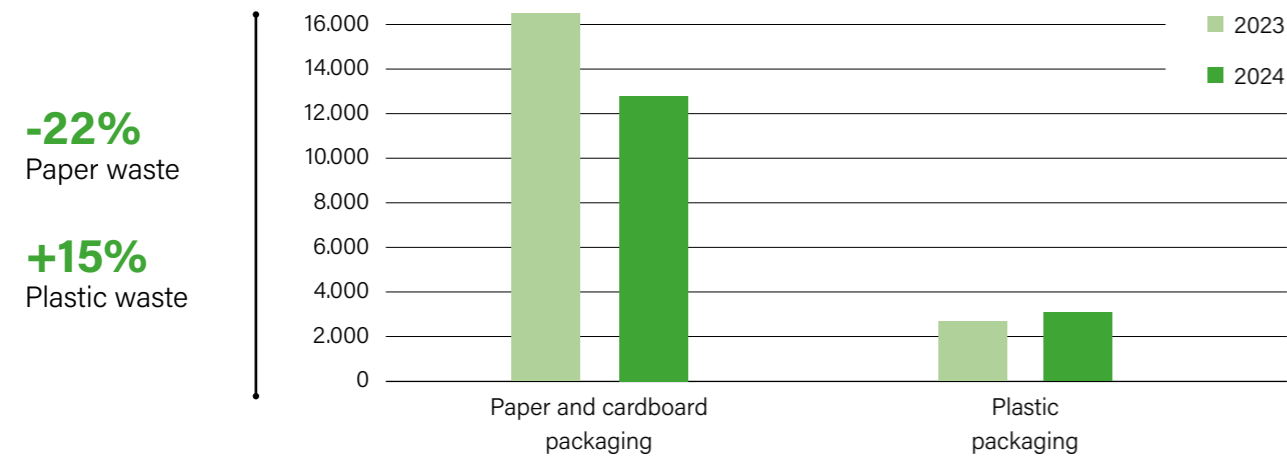
It is part of a broader strategy aimed at progressively integrating environmental criteria into corporate management, promoting the rational use of resources, the reduction of emissions, and the adoption of low-impact technologies.

### Waste Management

As part of its environmental commitment, the company continuously monitors the amount of waste generated by its production activities, with the goal of reducing environmental impact and promoting responsible resource management. The collection and analysis of waste data represent a key step in identifying areas for improvement, encouraging recycling and proper disposal, and progressively guiding the organization toward circular economy models. Below are the total quantities of waste generated during the reporting year, broken down by waste code.

WASTE CODE	DESCRIPTION	RECOVERY CODE	U.O.M.	2023	2024
15.01.01	Paper and cardboard packaging	R03	Kg	16620	12960
15.01.02	Plastic packaging	R13	Kg	2640	3040
16.02.14	End-of-life equipment	R13	Kg	N.A	6592
20.01.35	End-of-life equipment containing hazardous materials	R13	Kg	N.A	148

The data for 2023 and 2024 show a general reduction in paper waste, accompanied by a slight increase in plastic waste.



The company adopts waste management practices focused on recovery, in line with the principles of the circular economy. The waste streams generated by production activities are tracked and directed toward recovery operations, primarily through codes R03 (recycling/recovery of organic substances) and R13 (preliminary storage prior to recovery). This approach helps minimize environmental impact and promote more efficient resource use.

It also confirms the company's commitment to continuous improvement in environmental management, through constant monitoring, waste traceability, and the adoption of efficient and sustainable recovery and disposal solutions.

**Corporate Policy for Quality and Environment**

In response to the growing focus on sustainability and process quality, the company has defined an environmental policy based on responsibility, impact prevention, and continuous improvement. This approach translates into concrete actions aimed at ensuring compliance with current regulations, the responsible use of resources, and the progressive adoption of more efficient and sustainable practices.

In this context, the company has initiated a structured process to obtain ISO 9001 certification, as an additional tool to strengthen internal governance, promote quality, and align environmental objectives with corporate strategy.

The integration of environmental awareness and a culture of quality represents a key milestone for the organization, leading toward a more responsible, transparent, and long-term management approach.



# ***People***



# GA.MA's Human Capital

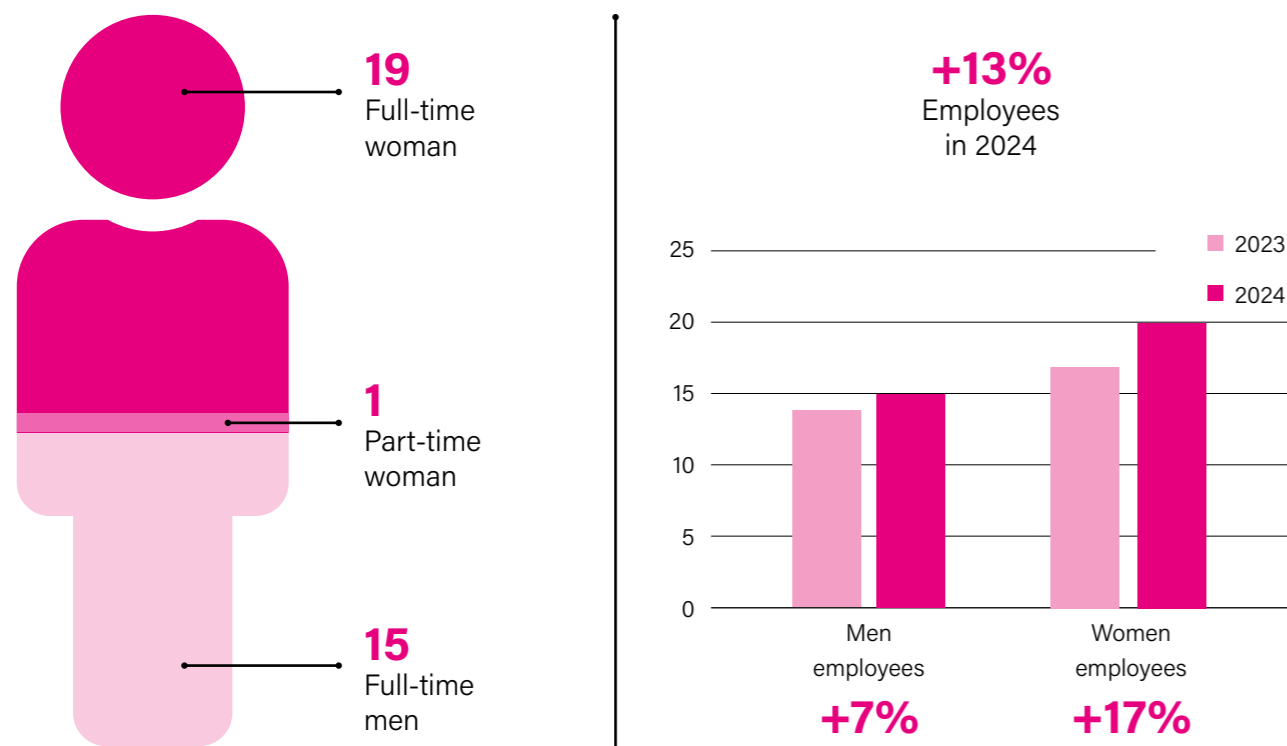
People

GA.MA is deeply committed to promoting an inclusive and respectful corporate culture that values diversity, fosters equity, and supports inclusion. Within this framework, the organization ensures respect for and protection of the moral, cultural, and professional integrity of all its members, in full compliance with labor laws and regulations.

## Workforce Composition

Within an organization, it is essential to understand the composition of employees, both numerically and in terms of gender balance. Such analysis provides a clear overview of workplace diversity and represents an important step toward equity and inclusion.

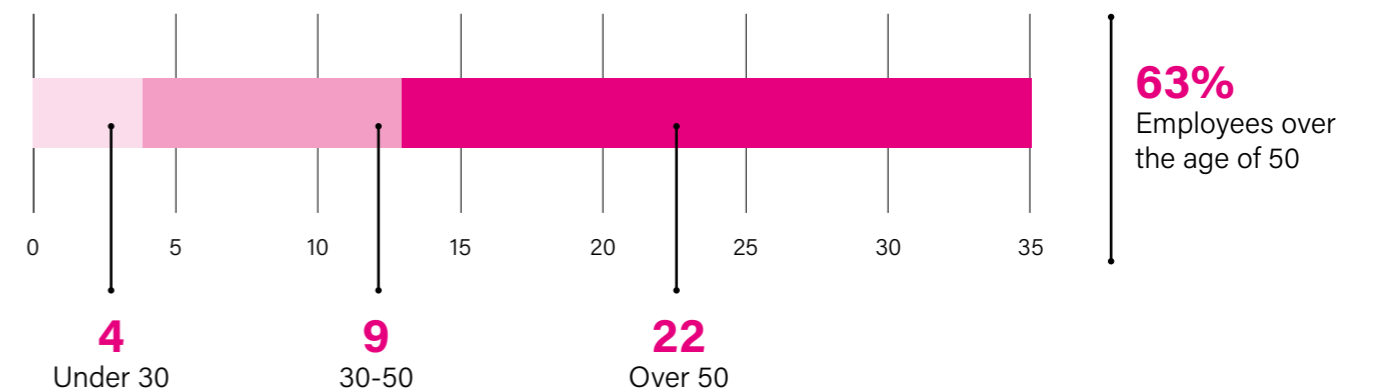
Specifically, the organization employs 35 people, consisting of 15 men and 20 women. There is also a notable stability in the workforce: out of 35 employees, only one works part-time. The vast majority of employees (31) are hired on permanent contracts, while three employees hold fixed-term positions.



From 2023 to 2024, the composition of the company's workforce underwent a slight yet meaningful transformation. The total number of employees increased from 31 to 35, with a greater contribution from female employees, who grew by three units, compared to one additional male employee. Although modest, this growth confirms a trend toward balance and gender diversity enhancement within the organization.

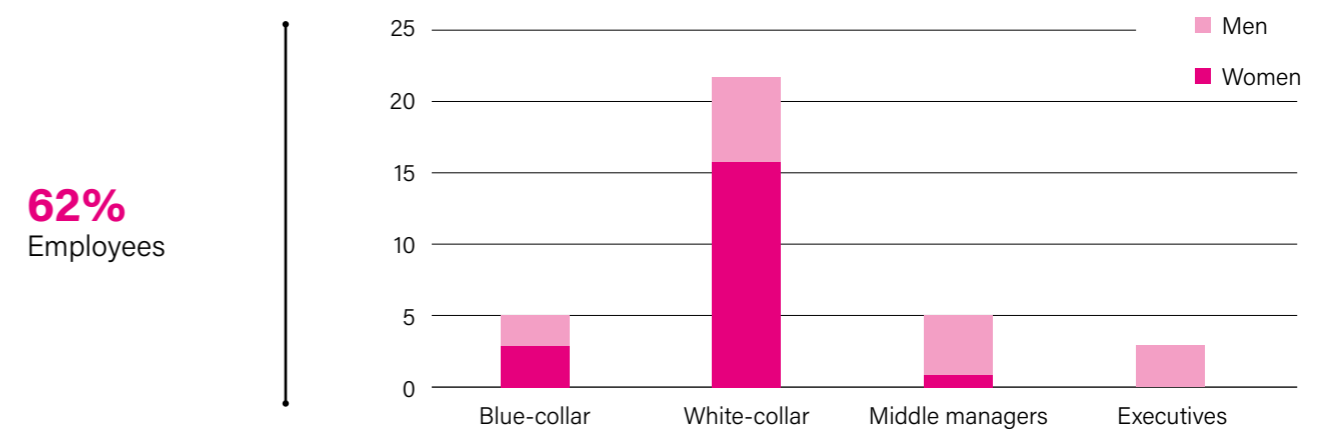
From a contractual standpoint, in 2023 the workforce was entirely employed under full-time contracts. In 2024, while full-time employment remains predominant, a part-time position was introduced, assigned to a female employee, reflecting a gradual shift toward more flexible employment arrangements.

Continuing the analysis of the company's workforce composition, another relevant element is the average age of employees, which falls above 50 years, as shown in the following chart.



The analysis of INPS job classifications within the company's workforce reveals a clear prevalence of the "employee" category, which accounts for approximately 62% of total personnel. Among these, 16 are women and 6 are men, confirming a strong female presence in the organization's administrative and managerial functions.

The distribution of the remaining roles shows a balanced structure: 5 employees hold blue-collar positions; 5 serve as middle managers, and 3 are classified as executives, all of whom are male.



It is, however, important to note that two women, although not formally classified under executive positions, hold key roles within the company with significant responsibilities. This fact, though still limited in scope, highlights a progressive advancement in the recognition and promotion of female talent, including in senior and decision-making roles.

Based on 2024 payroll data, it emerges that within GA.MA, the average salary of female employees is approximately 25% lower than that of their male colleagues (excluding executives). Although a gap still exists, the comparison with 2023 data—when the gender pay gap stood at around 36%—shows a positive trend toward greater pay equity. The reduction of the gender pay gap within a single year represents an encouraging sign of the company's commitment to fairer recognition and valuation of professional contributions.

### Training and Personal Development

The company is actively committed to employee training, in full compliance with all requirements established by national regulations.

To this end, GA.MA implements a structured training and development plan for its employees, which includes the following courses:

- Balance Sheet – Basic Level
- Balance Sheet – Advanced Level
- English Language Course
- Income Statement and Consolidated Balance Sheet
- Internal Training – Income Statement

**87**  
Training hours  
provided

During the year, a total of 87 hours of training were provided, confirming the company's ongoing commitment to professional development. The training programs mainly focused on administrative and accounting topics, with specific modules dedicated to financial statement preparation, as well as English language courses aimed at enhancing communication skills in international contexts. Through these initiatives, the company seeks to foster a dynamic work environment that values internal know-how and effectively responds to the continuous learning and upskilling needs required by the market.

Additionally, during the year, the company participated in a school-work alternation program, welcoming students from local educational institutions. The initiative provided participants with the opportunity to gain first-hand professional experience and develop cross-disciplinary skills relevant to their academic and career paths. This project reflects the company's commitment to youth training and to strengthening its relationship with the local community.



### Events and Sponsorships

Sponsorship activities represent a tangible means for the company to support the social, cultural, and sports fabric of the local area. Through its support of local initiatives, events, and valuable projects, the company aims to strengthen its connection with the community, contributing to the promotion of opportunities for inclusion, engagement, and shared growth.

This commitment forms part of a broader vision of corporate social responsibility, which recognizes dialogue with local stakeholders as a key element for sustainable development.

Below are some of the events and associations with which the company has chosen to collaborate.

#### Indiana Production S.P.A.

During the year, the company supported a film production project by donating technical equipment free of charge, contributing to the promotion of cultural and creative industries.

#### Fondazione Policlinico Sant'orsola - Onlus

Project "L'acqua e le rose - Doniamo bellezza alle mamme" — the first wellness center for patients within a hospital in Italy. The project welcomes patients admitted to the Policlinico, as well as parents accompanying young patients in pediatric care, offering them the opportunity to take a moment of self-care and well-being.

#### A.S.D. Veni Basket

Throughout the year, the company supported the association, reaffirming its commitment to the promotion of initiatives that foster well-being, inclusion, and social cohesion within the community.

#### Venice4Sea S.A.S.

GA.MA supported Venice4Sea S.A.S. in its participation in both the Italian and World Championships of pilot Nicolò Darai, competing in the O125 racing category for the 2024 season.

#### Municipality of Gossolengo (PC)

Sponsorship partnership established with the Municipality.

#### Istituto Superiore di Istruzione Industriale "G. Marconi"

During the year, the company participated in a school-work alternation program, hosting students from local educational institutions. The initiative provided participants with the opportunity to gain first-hand professional experience and develop cross-disciplinary skills relevant to their educational and professional growth.

### GA.MA Awards

Over the years, the company has received several recognitions that reflect its ongoing commitment to quality, innovation, and sustainability. These awards serve as an important incentive to continue pursuing responsible growth, while strengthening the company's reputation and the shared value created with its stakeholders and community.

### COSMOPROF ITALIA

Nel 2022 Hair Product Category – Strategic Partner Beautystreams

### INDUSTRIA FELIX AWARD

2023 – Award for Best Company in the Home System and Internationally Oriented Sector for managerial performance and financial reliability (Cerved).

### CLASS EDITORE

100 Top Products Award 2024 at the Milano Festival, received for three consecutive years: 2022, 2023, and 2024

### ALLURE

2024 – Awarded for IQ 3 Perfetto

### ELLE AWARD

2024 – Innovation, Technology and Gadget Award for IQ2



### Corporate Benefits

The company promotes a culture of well-being through the adoption of welfare tools and employee benefits designed to improve work-life quality. These initiatives help strengthen employee engagement, motivation, and work-life balance.

In 2024, a welfare agreement was signed between the company and the management-level employees ("quadri dirigenti").

Under this agreement, employees are offered the opportunity to receive expense reimbursements in the following two categories:

1. Education and childcare services — reimbursement of expenses related to educational and childcare services for family members, including school fees, university tuition, textbooks, school transportation, scholarships, and babysitting services.
2. Elderly care services — reimbursement of expenses for assistance provided to non-self-sufficient elderly family members.



# ***Governance***



# Careful and Transparent Management

## Governance

GA.MA recognizes that the strength and credibility of a company are measured not only by the competence of its people or the quality of its products, but also by its ability to listen to and respond to the needs of the community. For this reason, the company pursues excellence in the marketplace by integrating the principles of sustainable development, with particular attention to environmental protection, people's safety, and the adoption of ethical and responsible conduct. This commitment translates into the creation of shared value for employees, customers, and society as a whole.

GA.MA places great value on work ethics, considering legality, integrity, and transparency as essential elements in achieving its economic, operational, and social objectives. The company is firmly committed to conducting all its activities ethically, in line with the principle enshrined in Article 41 of the Italian Constitution, which states that private economic initiative "cannot be carried out in conflict with social utility, or in a manner that could harm safety, freedom, or human dignity."

### **Composition of Corporate Governance**

The company's governance structure is designed to ensure clarity in decision-making responsibilities and operational efficiency.

Strategic leadership is entrusted to a sole director, who also serves as the ultimate beneficial owner of the company and is responsible for all major corporate decisions. For the management of day-to-day operations, delegated powers have been assigned to designated internal figures with specific signing authority, ensuring continuity and timeliness in the decision-making process.

In line with a management approach based on balance and transparency, the sole director does not receive any remuneration. The salaries of managerial staff are governed by contracts compliant with the relevant national collective labor agreement and are consistent with national industry averages.

### **Work-Related Stress Risk Assessment**

In compliance with current occupational health and safety regulations, the company carried out an analysis and assessment of work-related stress risks, with the goal of identifying potential risk factors and promoting a healthy and balanced work environment.

The assessment was conducted according to objective and shared criteria at both the Gossolengo and San Pietro in Casale sites, involving various company departments and providing for periodic updates of the evaluations.

This initiative reflects the company's ongoing commitment to the physical and psychological well-being of its employees and to the prevention of potentially critical situations.

For preliminary evaluations, checklists are used to ensure the systematic collection of objective risk elements, which may indicate the presence of work-related stress (WRS) conditions.

For more in-depth assessments, employee questionnaires are administered to promote direct engagement, exploring both the perceived organization of work and the overall level of employee well-being.

For GA.MA, the analysis of these indicators did not reveal any significant organizational conditions associated with work-related stress.

The document will be updated every two years, or whenever a significant change occurs that may affect the health and safety of employees.

### **Towards a Sustainable Governance System**

As part of the evolution of its organizational structure and the gradual integration of ESG principles into its decision-making processes, the company has chosen to strengthen its governance strategy through the introduction of two key tools: a whistleblowing channel and an Organization, Management, and Control Model pursuant to Legislative Decree 231/2001.

This decision stems from the awareness that sustainability is not limited to environmental and social impacts, but is also — and above all — rooted in transparency, integrity, and the company's ability to prevent and manage risks in a structured and responsible way.

The whistleblowing channel, currently being defined, will be designed as an accessible, secure, and confidential tool that enables employees, collaborators, and other stakeholders to report unlawful behavior or situations potentially harmful to the proper functioning of the company. This is not merely a regulatory requirement but a cultural safeguard: promoting freedom of expression, protecting those who report in good faith, and embracing constructive dissent are central to building a shared and lived culture of integrity and legality, not just one declared in principle.

At the same time, the adoption of the Model 231 represents a decisive step toward more conscious and prevention-oriented governance. Legislative Decree 231/2001 introduces corporate administrative liability for crimes committed by individuals acting in the name or on behalf of the company. Implementing a compliant organizational model means, on one hand, mapping and managing key compliance and criminal risks, and on the other, establishing a coherent system of rules, procedures, controls, and supervisory bodies that reinforce the ethical resilience of the organization.

These initiatives are part of a broader vision that sees responsibility as a driver of growth, not merely as an obligation. A company that chooses to look beyond the short term, that adopts self-regulatory mechanisms, and that recognizes transparency as a condition for dialogue with its stakeholders, builds over time a solid reputational capital — laying the foundation for truly sustainable, fair, and lasting development.



# Annexes



# Methodological Note

The Sustainability Report has been prepared with the goal of presenting the organization's environmental, social, and economic performance transparently and of strengthening dialogue with its stakeholders. The drafting process was based on the main international reporting standards, in particular the European Sustainability Reporting Standards (ESRS) set out by the CSRD Directive, integrated where appropriate with the GRI Standards, in order to ensure consistency and comparability of the information disclosed.

The document refers to the year 2024 and includes data and information relating to the activities carried out during the reporting period. Data collection was carried out with the support of a dedicated ESG team, which oversaw the verification and consolidation process.

As the organization's first Sustainability Report, this document holds an introductory and foundational value: it marks the beginning of a structured reporting process and serves as a starting point for progressively integrating sustainability into the company's strategies and operational practices in the years to come.

# GRI / ESRS Content Index

## Statement of Use

GA.MA has reported in accordance with the GRI / ESRS Standards for the 2024 reporting period

## Use of GRI Standards

GRI 1 – Foundation Principles – 2021 version

## Use of ESRS Standards

ESRS 1 – ESRS 2

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
GRI 2 – General Disclosures (2021 version)	2-1 Organizational details	Page 12	ESRS 1 ESRS 2	
	2-2 Entities included in the organization's sustainability reporting	Page 11	ESRS 1 ESRS 2	
	2-3 Reporting period, frequency, and contact point	2024	ESRS 1	
	2-4 Restatements of information		ESRS 2	N.A.
	2-5 External assurance		ESRS 2 ESRS 3	N.A.
	2-6 Activities, value chain, and other business relationships	Page 16	ESRS 2	
	2-7 Employees	Page 48	ESRS 2 ESRS S1 (ESRS S1-6)	
	2-8 Non-employee workers		ESRS S1 (ESRS S1-7)	N.A.
	2-9 Governance structure and composition	Page 12	ESRS 2 (GOV 1) ESRS G1	

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	2-10 Nomination and selection of the highest governance body		ESRS 1	N.A.
	2-11 Chair of the highest governance body	Page 12	ESRS 1	
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 56	ESRS 2 (GOV 1, GOV 2) ESRS G1	
	2-13 Delegation of responsibility for managing impacts	Page 56	ESRS 2 (GOV 1, GOV 2) ESRS G1 (ESRS G1-3)	
	2-14 Role of the highest governance body in sustainability reporting	Page 56	ESRS 2 (GOV 5)	
	2-15 Conflicts of interest		ESRS 1	N.A.
	2-16 Communication of critical concerns		ESRS 1 ESRS 2 (GOV 2) ESRS G1 (ESRS G1-1, G1-3)	N.A.
	2-17 Collective powers of the highest governing body		ESRS 2 (GOV 1)	N.A.
	2-18 Performance evaluation of the highest governing body		ESRS 1	N.A.
	2-19 Remuneration policies		ESRS 2 (GOV 3) ESRS E1	N.A.
	2-20 Remuneration determination process		ESRS 2 (GOV 3)	N.A.
	2-21 Report on total annual compensation		ESRS S1 (ESRS S1-16)	N.A.
	2-22 Statement on sustainable development strategy	Page 30	ESRS 2	

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	2-23 Commitments in terms of policy	Page 20	ESRS 2 (GOV 4) ESRS S1 (S1-1) ESRS S2 (S2 -1) ESRS S3 (S3-1) ESRS S4 (S4-1) ESRS G1 (G1-1)	
	2-24 Integration of policy commitments		ESRS 2 (GOV 2) ESRS S1 (S1-4) ESRS S2 (S2-4) ESRS S3 (S3-4) ESRS S4 (S4-4) ESRS G1 (G1-1)	N.A.
	2-25 Processes to remediate negative impacts	Page 33	ESRS S1 (S1-1) ESRS S2 (S2-1) ESRS S3 (S3-1) ESRS S4 (S4-1)	
	2-26 Compliance with laws and regulations	Page 30	ESRS S1 (S1-3) ESRS S2 (S2-3) ESRS S3 (S3-3) ESRS S4 (S4-3) ESRS G1 (G1-1)	
	2-27 Compliance with laws and regulations	Page 30	ESRS 2 ESRS E2 (E2-4) ESRS S1 (S1-17) ESRS G1 (G1-4)	
	2-28 Membership of associations		ESRS 1	N.A.
	2-29 Approach to stakeholder engagement		ESRS 2 ESRS S1 (S1-1, S1-2) ESRS S2 (S2-1, S2-2) ESRS S3 (S3-1, S3-2) ESRS S4 (S4-1, S4-2)	
	2-30 Collective bargaining agreements		ESRS S1 (S1-8)	N.A.
GRI 3 – Material Topics (2021)	3-1 Process to determine material topics	Page 24	ESRS 2	
	3-2 List of material topics	Page 21	ESRS 2	

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	3-3 Management of material topics	Page 27	ESRS 2 ESRS S1 (S1-2, S1-4, S1-5) ESRS S2 (S2-2, S2-4, S2-5) ESRS S3 (S3-2, S3-4, S4-5) ESRS S4 (S4-2, S4-4, S4-5)	
GRI 201: Economic Performance 2016	201 – 1 Direct economic value generated and distributed		ESRS 1	N.A.
	201 – 2 Financial implications and other risks and opportunities due to climate change		ESRS 2 ESRS E1 (E1-3, E1-9)	N.A.
	201 – 3 Defined benefit plan obligations and other retirement plans		ESRS 1	N.A.
	201 – 4 Financial assistance received from government		ESRS 1	N.A.
GRI 202: Market Presence 2016	202 – 1 Ratio of standard entry level wage by gender compared to local minimum wage		ESRS S1 (S1-10)	N.A.
	202 – 2 Proportion of senior management hired from the local community		ESRS 1	N.A.
GRI 203: Indirect Economic Impacts 2016	203 – 1 Infrastructure investments and services supported		ESRS 1	N.A.
	203 – 2 Significant indirect economic impacts		ESRS S1 (S1-4) ESRS S2 (S2-4) ESRS S3 (S3-4)	N.A.
GRI 204: Procurement Practices 2016	204 – 1 Proportion of spending on local suppliers		ESRS 1	N.A.
GRI 205: Anti-Corruption	205 – 1 Operations assessed for risks related to corruption		ESRS G1 (G1-3)	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	205 – 2 Communication and training about anti-corruption policies and procedures		ESRS G1 (G1-3)	N.A.
	205 – 3 Confirmed incidents of corruption and actions taken		ESRS G1 (G1-4)	N.A.
GRI 206: Anti-Competitive Behavior 2016	206 – 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		ESRS 1	N.A.
GRI 207: Tax 2019	207 – 1 Approach to tax		ESRS 1	N.A.
	207 – 2 Tax governance, control, and risk management		ESRS 1	N.A.
	207 – 3 Stakeholder engagement and management of tax-related concerns		ESRS 1	N.A.
	207 – 4 Country-by-country reporting		ESRS 1	N.A.
GRI 301: Materials	301 – 1 Materials used by weight or volume	Page 16	ESRS E5 (E5-4)	
	301 – 2 Recycled input materials used	Page 16	ESRS E5 (E5-4)	
	301 – 3 Reclaimed products and their packaging materials	Page 43	ESRS 1	
GRI 302: Energy 2016	302 – 1 Energy consumption within the organization	Page 42	ESRS E1 (E1-5)	
	302 – 2 Energy consumption outside of the organization		ESRS 1	N.A.
	302 – 3 Energy intensity	Page 42	ESRS E1 (E1-5)	
	302 – 4 Reduction of energy consumption	Page 42	ESRS 1	

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	302 – 5 Reductions in energy requirements of products and services	Page 43	ESRS 1	
GRI 303: Water and Effluents 2018	303 – 1 Interactions with water as a shared resource		ESRS 2 ESRS E3 (E3-2)	N.A.
	303 – 2 Management of water discharge-related impacts		ESRS E2 (E2-3)	N.A.
	303 – 3 Water withdrawal		ESRS 1	N.A.
	303 – 4 Water discharge		ESRS 1	N.A.
	303 – 5 Water consumption		ESRS E3 (E3-4)	N.A.
GRI 304: Biodiversity 2016	304 – 1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		ESRS E4	N.A.
	304 – 2 Significant impacts of activities, products, and services on biodiversity		ESRS E4 (E4-5)	N.A.
	304 – 3 Habitats protected or restored		ESRS E4 (E4-3, E4-4)	N.A.
	304 – 4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		ESRS E4 (E4-5)	N.A.
GRI 305: Emissions 2016	305 – 1 Direct (Scope 1) GHG emissions		ESRS E1 (E1-4, E1-6)	N.A.
	305 – 2 Indirect (Scope 2) GHG emissions		ESRS E1 (E1-4, E1-6)	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	305 – 3 Other indirect (Scope 3) GHG emissions		ESRS E1 (E1-4, E1-6)	N.A.
	305 – 4 GHG emissions intensity		ESRS E1 (E1-6)	N.A.
	305– 5 Reduction of GHG emissions		ESRS E1 (E1-3, E1-4, E1-7)	N.A.
	305-6 Emissions (ODS)		ESRS 1	N.A.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		ESRS E2 (E2-4)	N.A.
GRI 306: Waste 2020	306 – 1 Waste generation and significant waste-related impacts	Page 43	ESRS 2 ESRS E5 (E5-4)	
	306 – 2 Management of significant waste-related impacts	Page 43	ESRS E5 (E5-2, E5-5)	
	306 – 3 Waste generated	Page 43	ESRS E5 (E5-5)	
	306 – 4 Waste diverted from disposal	Page 43	ESRS E5 (E5-5)	
	306 – 5 Waste directed to disposal	Page44	ESRS E5 (E5-5)	
GRI 308: Supplier Environmental Assessment 2016	308 – 1 New suppliers that were screened using environmental criteria		ESRS G1 (G1-2)	N.A.
	308 – 2 Negative environmental impacts in the supply chain and actions taken		ESRS 2	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
GRI 401 Employment 2016	401 – 1 New employee hires and employee turnover	Page 48	ESRS S1 (S1-6)	
	401 – 2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		ESRS S1 (S1-11)	N.A.
	401 – 3 Parental leave		ESRS S1 (S1-15)	N.A.
GRI 402: Labor/ Management Relations	402 -1 Minimum notice periods regarding operational changes		ESRS 1	N.A.
GRI 403: Occupational Health and Safety 2018	403 -1 Occupational health and safety management system	Page 50	ESRS S1 (S1-1)	
	403-2 Hazard identification, risk assessment, and incident investigation		ESRS S1 (S1-3)	N.A. N.A.
	403-3 Occupational health services		ESRS 1	
	403-4 Worker participation, consultation, and communication on occupational health and safety		ESRS 1	N.A.
	403-5 Worker training on occupational health and safety	Page 50	ESRS 1	
	403-6 Promotion of worker health	Page 50	ESRS 1	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		ESRS S2 (S2-4)	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	403-8 Workers covered by an occupational health and safety management system		ESRS S1 (S1-14)	N.A.
	403-9 Work-related injuries		ESRS S1 (S1-4, S1-14)	N.A.
	403-10 Work-related ill health		ESRS S1 (S1-4, S1-14)	N.A.
GRI 404: Training and Education 2016	404 – 1 Average hours of training per year per employee		ESRS S1 (S1-13)	N.A.
	404 – 2 Programs for upgrading employee skills and transition assistance programs	Page 50	ESRS S1 (S1-1)	
	404 – 3 Percentage of employees receiving regular performance and career development reviews		ESRS S1 (S1-13)	N.A.
GRI 405 Diversity and Equal Opportunity 2016	405 - 1 Diversity of governance bodies and employees		ESRS 2 (GOV 1) ESRS S1 (S1-6, S1-9, S1-12)	N.A.
	405 - 2 Ratio of basic salary and remuneration of women to men		ESRS S1 (S1-16)	N.A.
GRI 406: Non- discrimination 2016	406 – 1 Cases of discrimination and corrective actions taken		ESRS S1 (S1-17)	N.A.
GRI 407: Freedom of association and collective bargaining	407 – 1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk		ESRS 1	N.A.
GRI 408: Child labor 2016	408 – 1 Operations and suppliers where there is a high risk of child labor		ESRS S1 (S1-1) ESRS S2 (S2-1)	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
GRI 409: Forced labor 2016	409 – 1 Operations and suppliers where there is a high risk of forced labor		ESRS S1 (S1-1) ESRS S2 (S2-1)	N.A.
GRI 410: Security Practices 2016	410 – 1 Security personnel trained in human rights		ESRS 1	N.A.
GRI 411: Rights of Indigenous Peoples 2016	411 – 1 Incidents of violations involving rights of indigenous peoples		ESRS S3 (S3-1)	N.A.
GRI 413: Local Communities 2016	413 – 1 Operations with local community engagement, impact assessments, and development programs	Page 51	ESRS S3 (S3-2, S3-3, S3-4)	
GRI 414: Supplier Social Assessment 2016	414 – 1 New suppliers that were screened using social criteria		ESRS G1 (G1-2)	N.A.
	414 – 2 Negative social impacts in the supply chain and actions taken		ESRS 2	N.A.
GRI 415: Public Policy 2016	415 – 1 Political contributions		ESRS G1 (G1-5)	N.A.
GRI 416: Customer Health and Safety 2016	416 – 1 Assessment of the health and safety impacts of product and service categories		ESRS 1	N.A.
	416 – 2 Cases of non-compliance relating to the health and safety impacts of the products and services offered		ESRS S4 (S4-4)	N.A.
GRI 417: Marketing and Labeling 2016	417 – 1 Requirements for product and service information and labeling		ESRS 1	N.A.

GRI STANDARD	DISCLOSURE	LOCATION	REFERENCE ESRS	NOTES / OMISSIONS
	417 – 2 Cases of non-compliance relating to the disclosure/labeling of products and services		ESRS S4 (S4-4)	N.A.
	417 – 3 Cases of non-compliance relating to marketing communications		ESRS S4 (S4-4)	N.A.
GRI 418: Customer privacy 2016	418 – 1 Justified complaints regarding violations of customer privacy and loss of customer data		ESRS S4 (S4-3, S4-4)	N.A.



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