

# Angelini Industries ESG Plan 2024-2026



**Angelini**  
Industries

# WE ARE NATIVELY SUSTAINABLE SINCE OVER 100 YEARS

## FROM OUR ROOTS...

"Wealth has only one moral justification in its use for the creation of other sources of employment."

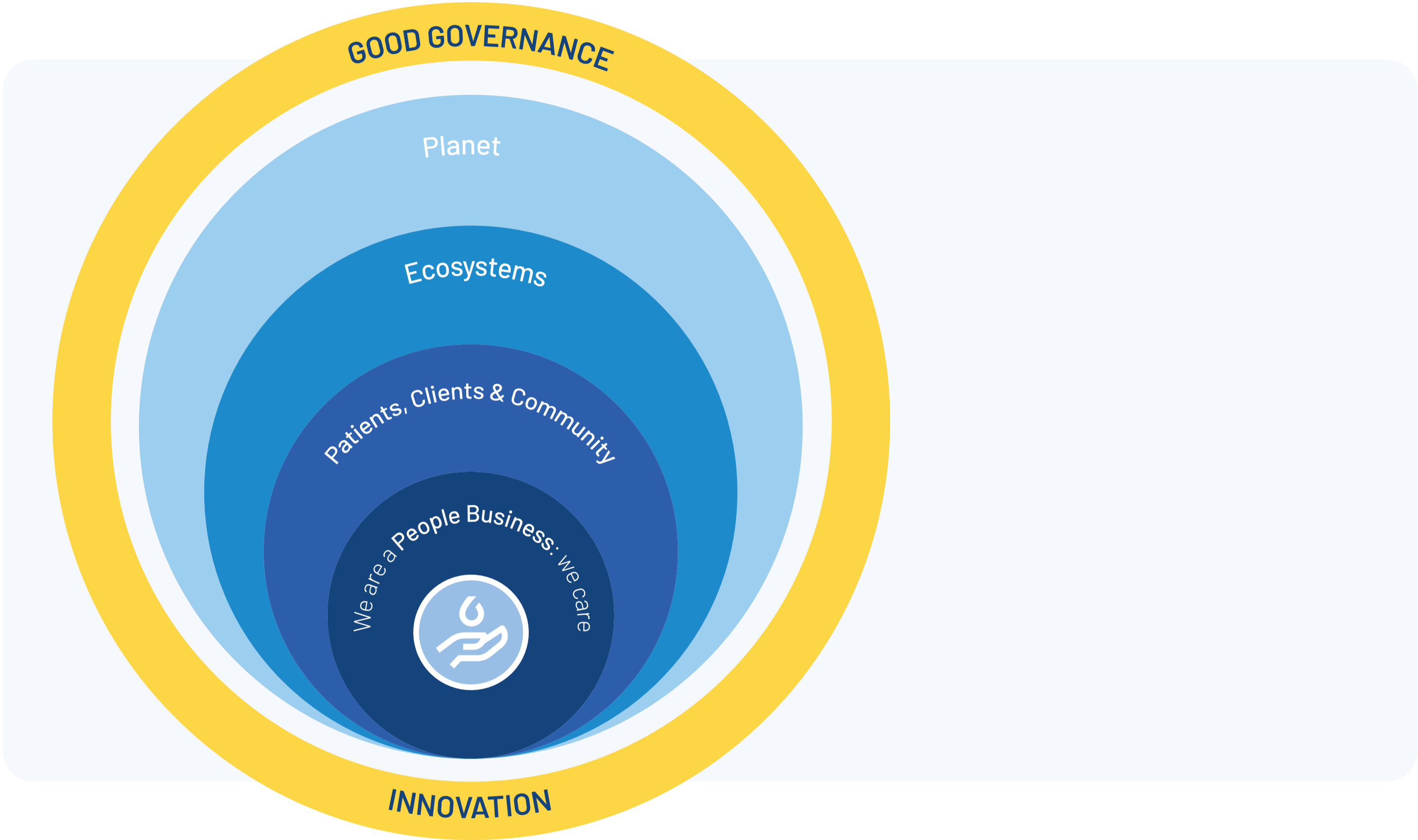
Francesco Angelini - Founder

## ...TO OUR FUTURE

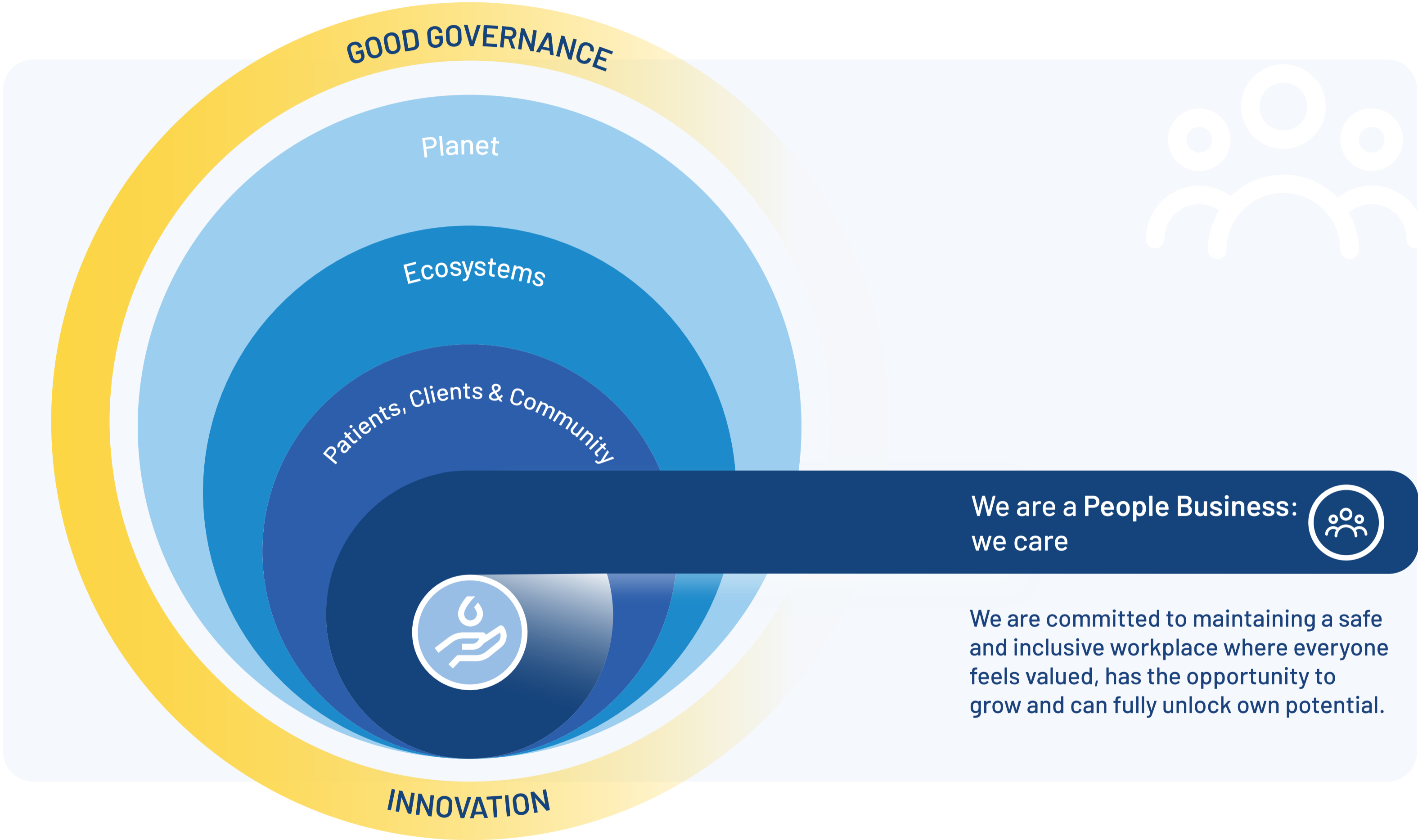
We envision a world regenerated through care, where our commitment to people, communities, ecosystems, and the planet is driven by relentless innovation and governed by the highest standards of integrity.



# ESG PLAN 2024-2026



# ESG PLAN

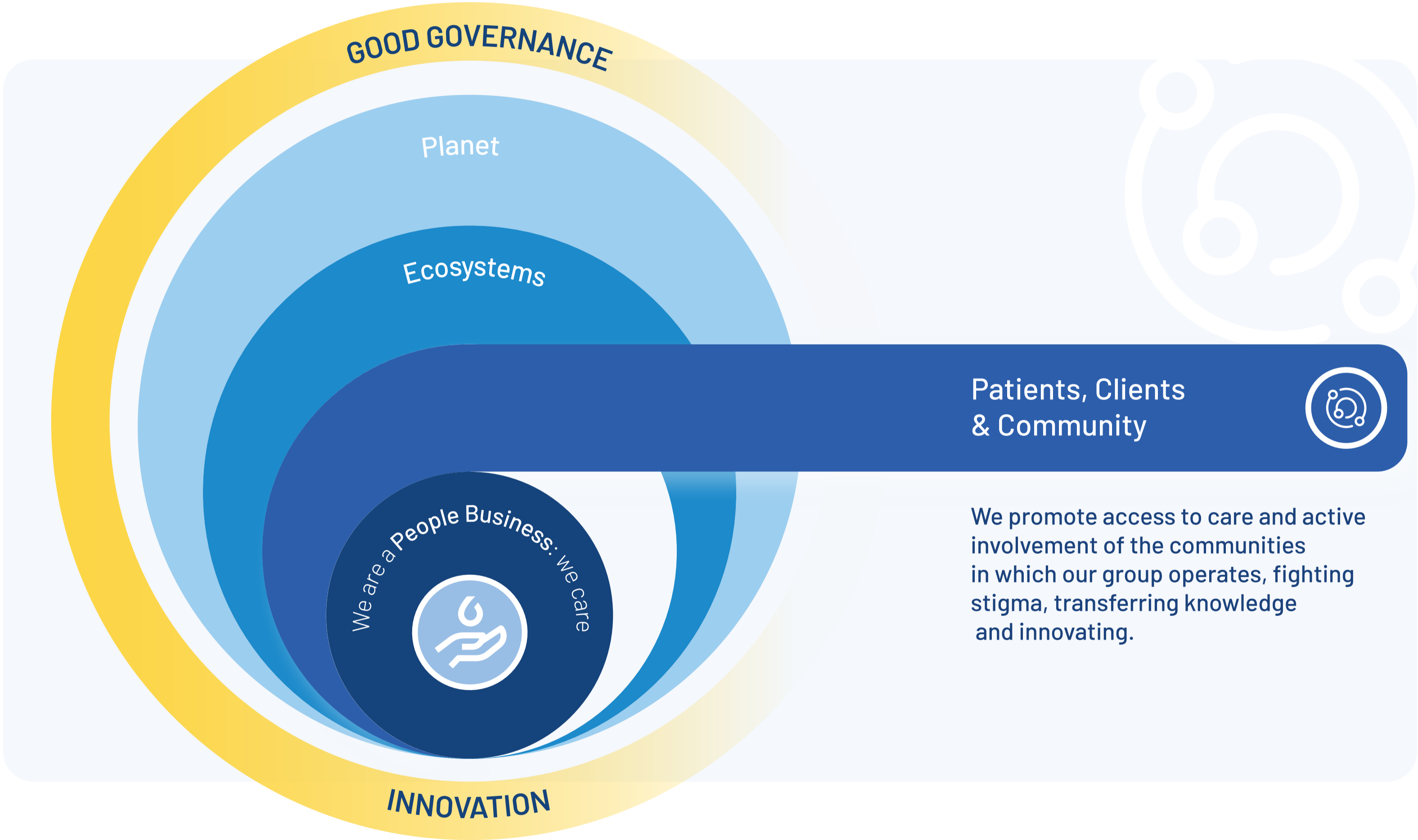


We are a People Business: we care



We are committed to maintaining a safe and inclusive workplace where everyone feels valued, has the opportunity to grow and can fully unlock own potential.

# ESG PLAN

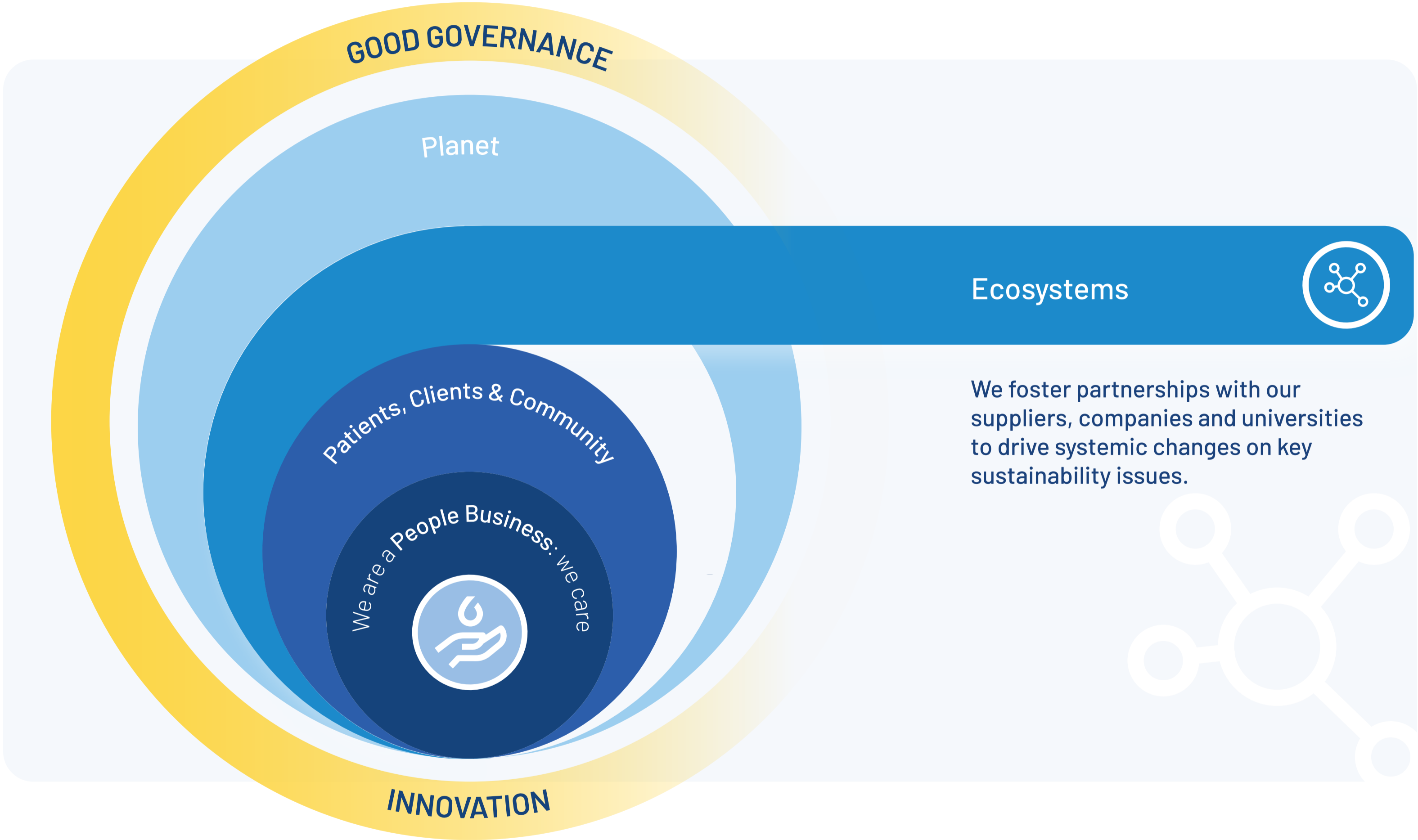


Patients, Clients & Community

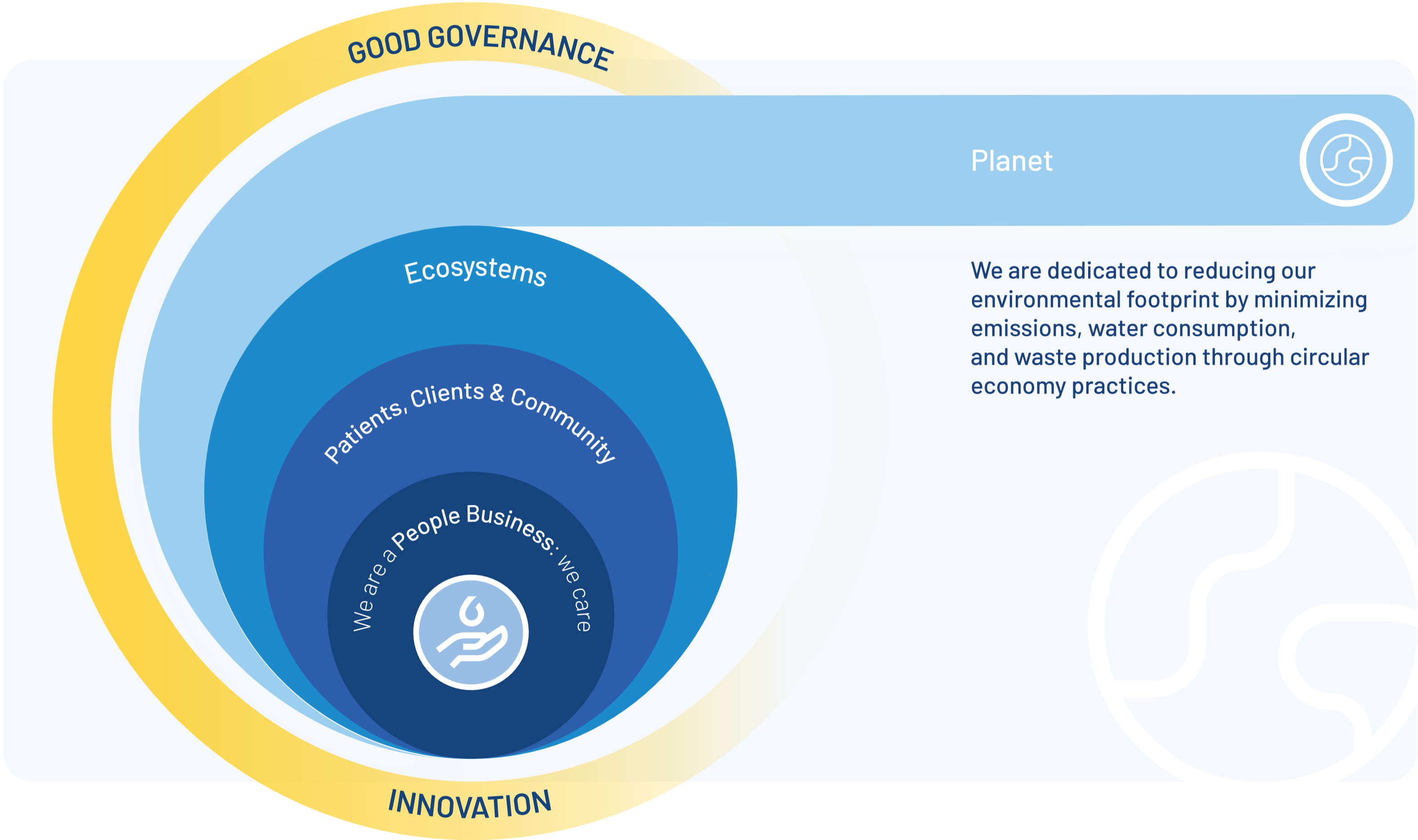


We promote access to care and active involvement of the communities in which our group operates, fighting stigma, transferring knowledge and innovating.

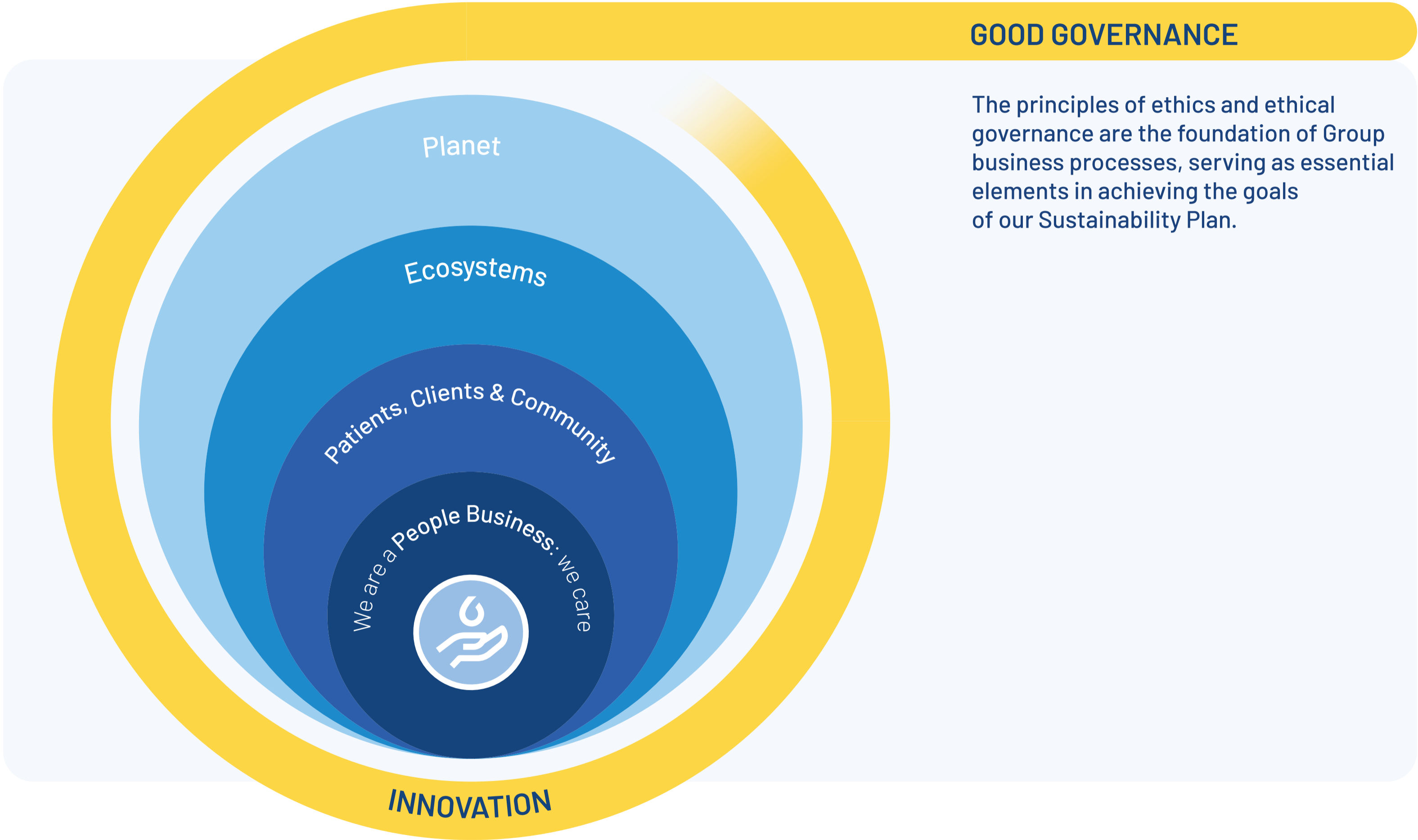
# ESG PLAN



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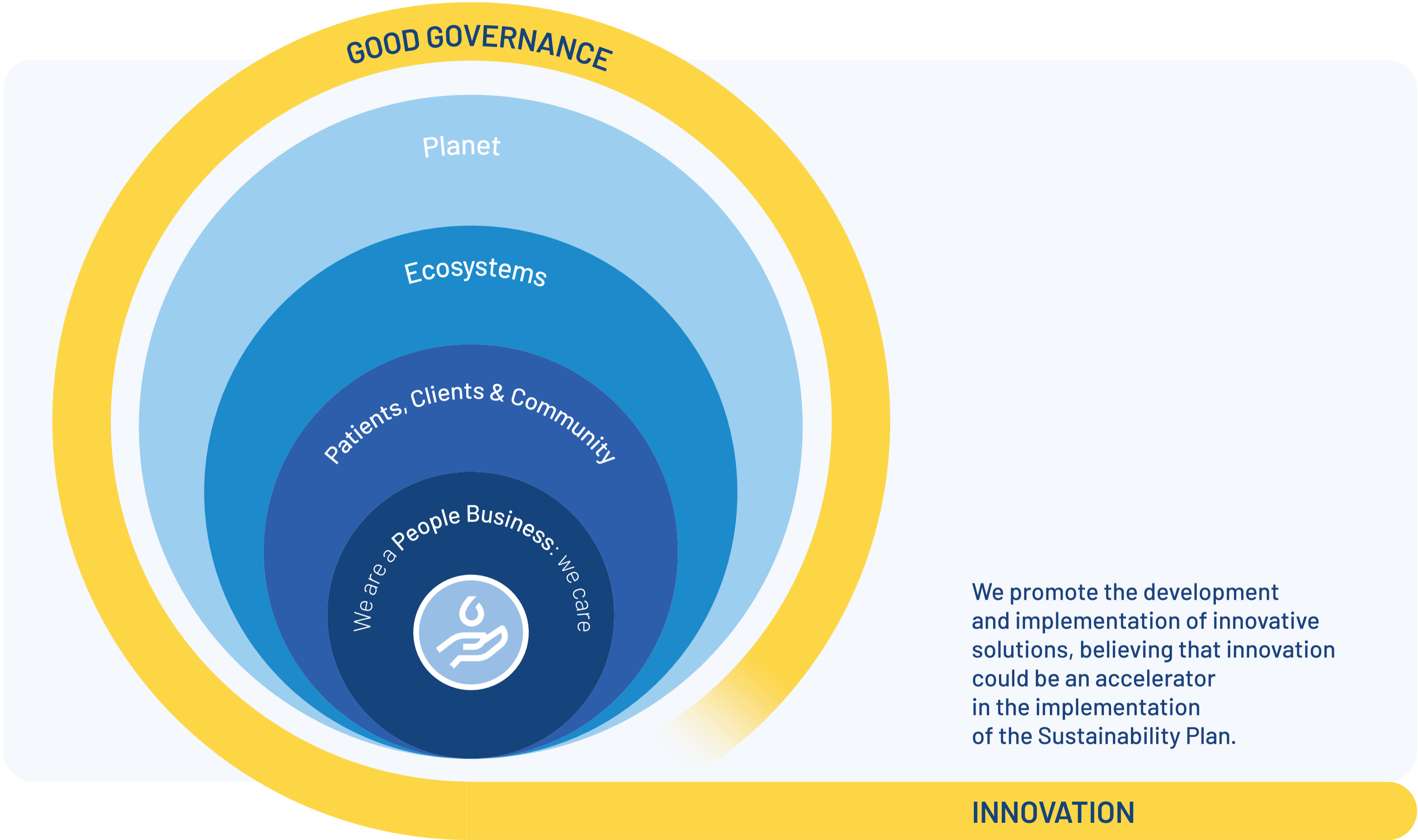


# ESG PLAN





# ESG PLAN



We promote the development and implementation of innovative solutions, believing that innovation could be an accelerator in the implementation of the Sustainability Plan.

# ESG PLAN 24-26 | 14 flagship targets

	2024 <span>-----&gt;</span>	2025 <span>-----&gt;</span>	2026 <span>-----&gt;</span>	2030 <span>-----&gt;</span>
<p>(OUR) PEOPLE</p> 	<p><b>Wellbeing:</b> Engagement rate ≥ 75<sup>1</sup></p> <p><b>H&amp;S:</b> Zero serious injuries ambition for own employees<sup>2</sup></p> <p><b>Development:</b> Training hours/employee &gt; European sector average</p>	<p><b>Inclusion:</b> Achieve certification UNI/PdR 125:2022 on gender equality</p> <p><b>Incentives</b>(cross): 100% N-1 and N-2 MBOs linked to ESG indicators</p>	<p><b>Local Communities and Ecosystem:</b> Be a recognized partner to promote transition to future skills and contribute to closing the knowledge gap in the Italian system</p>	
<p>PATIENTS, CLIENTS &amp; COMMUNITY</p> 		<p><b>Local Communities:</b> +20% each year of employees volunteering for local communities</p>	<p><b>Health awareness and access to care:</b> Be an accelerator of awareness &amp; de-stigmatization to unlock access to care</p>	
<p>ECOSYSTEMS</p> 			<p><b>Partner with value chain:</b> &gt;90% strategic suppliers covered by Code of Conduct</p> <p><b>Embed responsible procurement:</b> &gt;90% strategic suppliers assessed on ESG criteria (by 2027)</p>	
<p>PLANET</p> 		<p><b>Climate :</b> 100% renewable purchased electricity <b>(Italy)</b></p>	<p>100% renewable purchased electricity <b>(Group)</b></p>	<p><b>Climate:</b> Reduce GHG emissions in line with Paris agreement (Group carbon footprint baseline finalized in 2024)</p> <p><b>Waste &amp; circularity:</b> -90% industrial waste to landfill</p> <p><b>Waste &amp; circularity:</b> 100% new products rolled out with EcoDesign considerations</p>

1. Range 0-100  
2. As defined by INAIL



Industry of Care