



EMPOWERED PERFORMANCE

# IMPACT REPORT 2022

OMAL S.p.A Società Benefit



[www.omal.com](http://www.omal.com)





EMPOWERED PERFORMANCE

# IMPACT REPORT 2022

OMAL S.p.A Società Benefit



[www.omal.com](http://www.omal.com)



# LETTER TO STAKEHOLDERS

OMAL's long and fulfilling sustainability journey has proceeded according to the well-known strategy of the **'Three Ps of Sustainability - Profit, People, Planet'**, a litmus test that fundamentally supports us in building our Corporate Social Responsibility. Its influence is evident even in our common benefit goals, which are a part of our articles of association and show OMAL's willingness to invest in business innovation, with concern for human capital and respect for the environment.

There is no doubt that every modern organisation aims and aspires to integrate its sustainability and economic-financial goals. Although this requires effort, strategic business skills, capital to invest and, obviously, time, it has always been an exciting challenge for OMAL. Our total commitment fuelled the required creativity for continuously and urgently developing many new ideas and good resolutions. However, we realised that this enthusiastic approach concealed a potential pitfall: losing focus on internal processes, on day-to-day activities at all levels of the company, where the technical ability for our 'grand plans' must be reflected. Here is the new challenge, a pitfall turned into an opportunity: applying a strategy that focuses on analytical assessment of the level of sustainable culture at the company.

The first step in assessing the current and desired situations, consolidating good habits and developing our Goals, is to monitor and measure. As a starting point, the new **GRI standards** certainly answered our need for objective and accurate self-assessment: already punctual and transparent reporting acquired an even more qualitative and comparative angle, effective in identifying ambitious targets. But the official creation of the **CSR Department** was to play an important role for our requirements.

Now in our seventh year as a BCorp and second year as a Società Benefit (Benefit Corporation), we felt that a dedicated reference point was needed, which would act on the one hand as catalyst and coordinator of the many ideas for projects, and on the other a constant stimulus for internal and external stakeholders. This role was deliberately placed alongside the role of **HR**, thus having a direct impact on corporate procedures and culture. Thanks to the department's twin functions, OMAL works on employees' sense of belonging and shared values, setting itself the challenging objective of creating a **corporate ecosystem** in which everyone has, and feels that they have, an active role.

Finally, the **Digital** sphere is the last area in our adjustment phase. Investment in this field is nothing new for OMAL; on the contrary, it is the common thread that has always linked our aims. The heavy impacts of the conflict in Ukraine, the constantly increasing cost of raw materials and the rising price of energy have put us in the position of having to make quick assessments and take bold decisions. Integrating business intelligence into the IT infrastructure has frequently allowed us to estimate the ROI, assisting us in significant investment choices such as the installation of a new and upgraded photovoltaic system to increase energy independence, and the development of an innovative 'smart' product to seize further market share.

## **Consolidation, Involvement and Awareness.**

Revisiting the name of the theory that has accompanied us over the years, OMAL's 2022 can be summed up in these three words. The maturity we have reached and our constant desire to improve are intended as the cornerstones that, along with product quality, guarantee our reliability to our stakeholders.

**Amedeo Bonomi**  
CEO OMAL S.p.A. Società Benefit



## CONTENTS

<b>OMAL S.P.A. - “SOCIETÀ BENEFIT”</b>	<b>6</b>
Our business story	6
The company’s commitment to common benefit	9
ESG criteria: the guide to a sustainable future	10
Ethical and sustainable governance	12
<b>“SOCIETÀ BENEFIT”: TERMS AND DEFINITIONS FOR COMMON BENEFIT</b>	<b>14</b>
Definition, purpose, accountability and transparency	14
<b>THE PURSUIT OF SUSTAINABILITY GOALS</b>	<b>15</b>
Impact measurement 2022 - BIA (benefit impact assessment)	15
2021 BIA results	15
Impact assessment areas	16
2022 results and 2023 targets	17
Summary of targets for 2023	26
<b>CONCLUSION</b>	<b>27</b>



# OMAL S.p.A. - SOCIETÀ BENEFIT

## OUR BUSINESS STORY

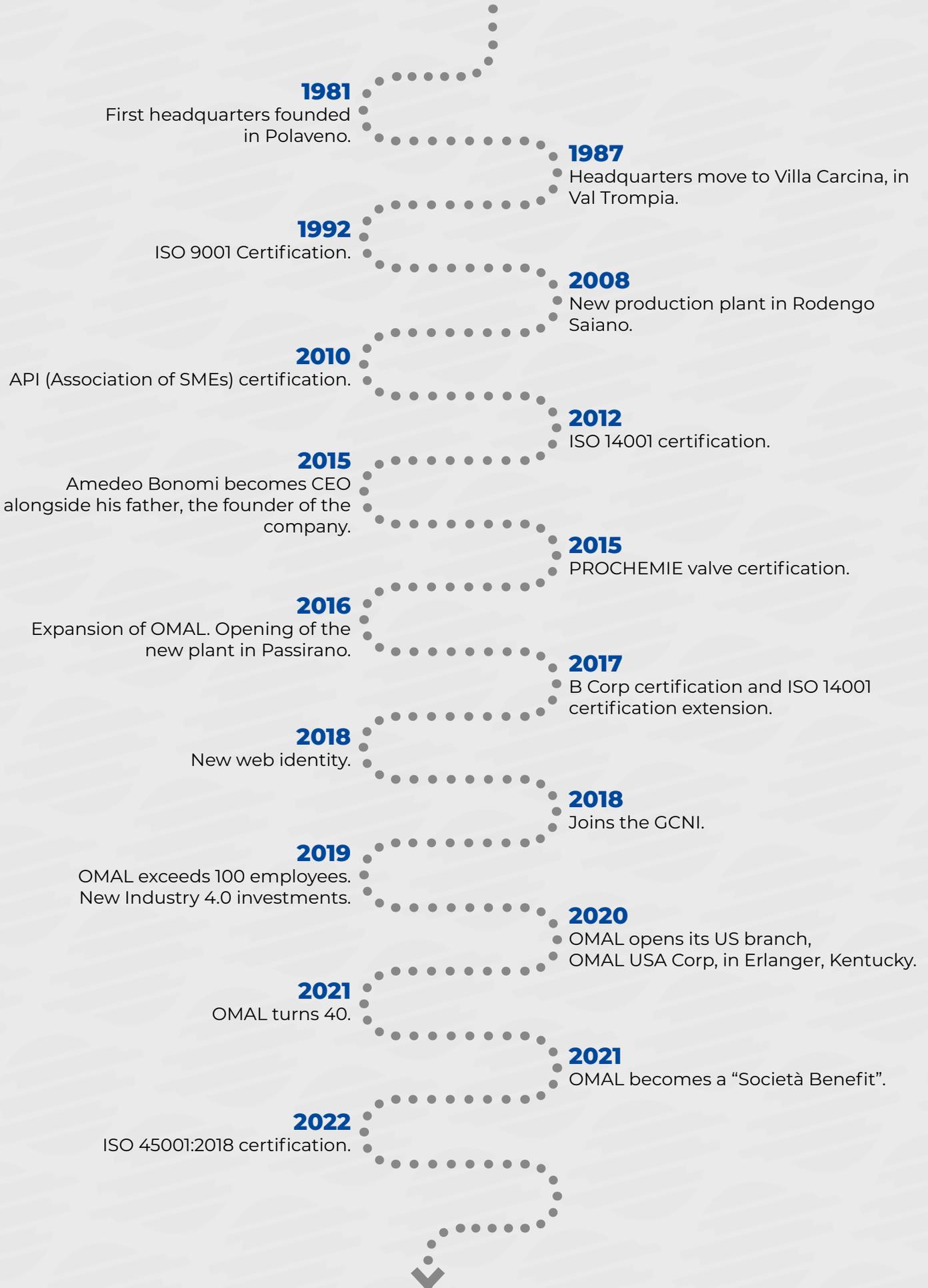
OMAL was founded in Polaveno in Val Trompia in 1981 by Agostino Bonomi, the son of a dynasty of entrepreneurs specialising in ball valves, who realised that the future of this sector lays in the automation and customisation of products intended for industrial use.

Today, his son Amedeo Bonomi, CEO of OMAL, after a fitting transition between generations, leads the company with the values that have characterised its growth.

Thanks to its team of specialised technicians and engineers, in just a few years OMAL established itself on the domestic and foreign markets with an innovative product able to effectively meet the most complex technical needs with high performance, suitable for various applications and customised for the specific needs of customers. Design, research, innovation, automation and customisation are the keys to the company's success.

On 12.07.2021 before the notary Luigi Zampaglione, OMAL adopted into its articles of association the regulations of a benefit corporation pursuant to paragraphs 376/384 of Law No. 208 of 28 December 2015 (Financial Stability Law 2016), thus becoming a Benefit Corporation. This process essentially legally formalised a modus operandi that the company has always had in its DNA. Indeed, for decades the company has disseminated a culture of quality by focusing on the environment and on the well-being of its employees, and has supported the fabric of society, sport, culture, and more generally the entire community in which it is rooted, driven by a strong sense of social responsibility inherent in its way of **'Doing Business'**.







## OMAL'S ORIENTATION TOWARDS COMMON BENEFIT



### VISION

The right balance between humans and the environment improves quality of life, guaranteeing a better world for future generations.



### MISSION

The quest for better performance corresponds with producing sustainable, safe and reliable products.

## OMAL'S GUIDING VALUES



### PASSION



### RESPECT



### SENSE OF DUTY

OMAL's consciousness starts with keeping an attentive eye on its corporate values, which are constantly updated and shared with the entire organisation, in which the Sustainability Report, Code of Ethics, Supplier Code of Conduct and Internal Policies all have one goal: responsible growth.



# THE COMPANY'S COMMITMENT TO COMMON BENEFIT

OMAL continues to commit to the gradual integration of sustainability in all its day-to-day internal operations, attaining **coherent way of operating**, in line with the most virtuous and advanced companies in terms of Corporate Social Responsibility.

The following pages outline the specific common-benefit **goals** included in the articles of association, and how OMAL intends to pursue them, creating profitability and generating profits, but also creating well-being for the people, the community and the location in which it operates:

## OUR TARGETS TO ACHIEVE SUSTAINABLE DEVELOPMENT



Invest in the innovation of products, processes and business services to make plants safer and more reliable, ensuring the correct balance between humans and the environment.



Create a positive working environment that promotes professional training and fulfilment, protects health and safety, and supports corporate welfare measures.

Encourage socialising and mental and physical wellbeing by supporting proposals for social, cultural, recreational and sport activities.





## ESG CRITERIA: THE GUIDE TO A SUSTAINABLE FUTURE

OMAL has decided to adopt **ESG criteria** to assess its commitment to Sustainability. Created in 2005 from the UN Principles for Responsible Investment, these parameters are now at the centre of public discourse. Indeed, they are a compass that will increasingly guide development choices around the world and will entail the commitment of every single company to the only possible development model.

Our company believes that each business' overall performance and the effectiveness of its actions are closely related to the wellbeing of the society in which it operates and to its environmental impact. For these reasons, Corporate Social Responsibility and the ESG criteria are fully integrated into our business and governance.

We aim to communicate **sustainable development** more broadly in all its forms to all our stakeholders, so that in the coming years we can create a sustainable supply chain and, more generally, a sustainable value chain.



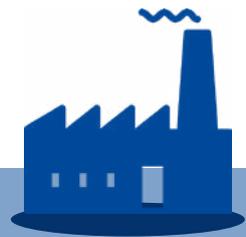
### ENVIRONMENTAL ENVIRONMENTAL FACTORS

About the world around us, with a focus on 'reducing our environmental impact'.



### SOCIAL SOCIAL FACTORS

About people and the community: our employees, the community, local people and disadvantaged groups.



### GOVERNANCE ECONOMIC FACTORS

Comprising the set of structures, rules and strategies that lead the management of our company, which continues to be a for-profit company.



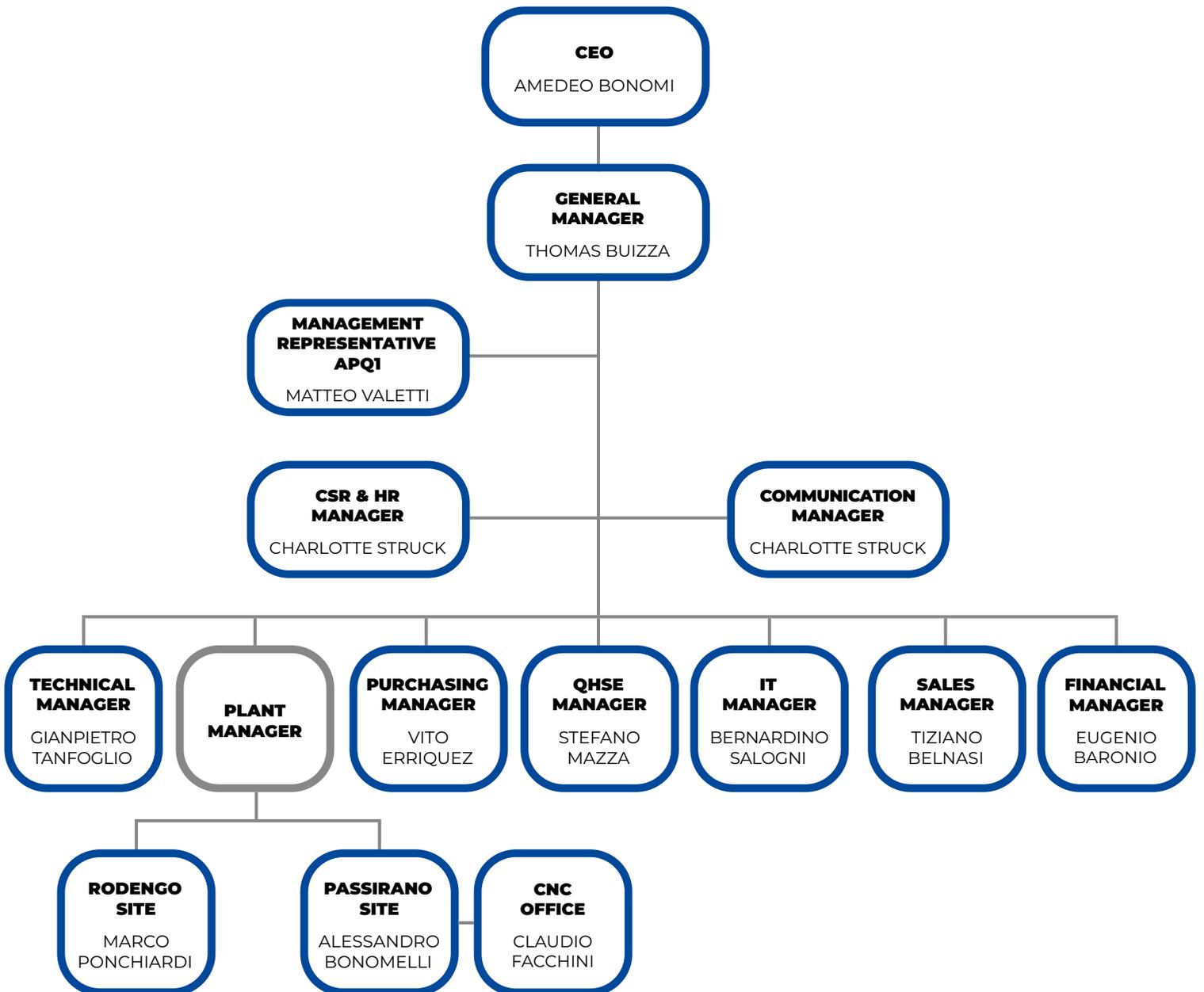


# ETHICAL AND SUSTAINABLE GOVERNANCE

Thanks to the work of all its colleagues, to unity and to team spirit, the organisation has been able to maintain the **business values** that have always characterised its growth. Our governance effectively supports an industrial approach geared towards short- and long-term value creation, enabling our company to continue to grow significantly as a major player in the sector.

OMAL has adopted a traditional corporate governance model consisting of a Board of Directors, which is entrusted with all powers for the management of the company, an Independent Audit Firm and an Internal Board of Auditors, responsible for supervising compliance with the law and the articles of association, respect for the principles of correct administration and, in particular, the adequacy of the internal control system.

## OMAL S.p.A. ORGANIZATION CHART





## THE MAIN RESPONSIBILITIES OF MANAGEMENT FOR RESPONSIBLE AND SUSTAINABLE GROWTH

### COMMITMENT TO COMMON BENEFIT

Thanks to the three aims identified in the articles of association.

### TRANSPARENCY

Through the annual preparation of the sustainability assessment and impact report.

### COMMUNITY

Supporting the local area and communities where the company operates, thanks to the Community Care programme.

### INSTITUTIONAL COMMITMENT

Managing institutional relations in the various national and international trade associations.

### IMPACT ASSESSMENT

Assessing the environmental impact of the organisation and developing compensation mechanisms.

### VALUE CHAIN

Managing relations with suppliers and customers with reference to sustainability, together with the various company departments.

### SUSTAINABLE INNOVATION

Designing, managing and monitoring sustainability projects funded by the company.





# SOCIETÀ BENEFIT: TERMS AND DEFINITIONS FOR COMMON BENEFIT

In order to provide a comprehensive picture of the concept of Benefit Corporations, specific reference is made herein to the Benefit Corporations Information Site maintained by B Lab and AssoBenefit: <https://www.societabenefit.net/cosa-sono-le-societa-benefit/>

## DEFINITION, PURPOSE, ACCOUNTABILITY AND TRANSPARENCY

Benefit corporations, in carrying out their business activity, voluntarily pursue one or more common benefit goals, in addition to those of profit. **Common benefit** is defined as the pursuit of one or more positive effects (which can also be pursued by reducing negative effects) on people, communities, territories and the environment, cultural and social heritage and activities, bodies and associations, and other stakeholders. Benefit Corporations are traditional companies with modified obligations that commit management and shareholders to higher standards of purpose, accountability and transparency.

Specifically:

**1) Purpose:** they are committed to creating a positive impact, i.e., shared value, on society and the biosphere, as well as generating profit. Sustainability is an integral part of their business model and they create favourable conditions for social and environmental prosperity, now and in the future.

**2) Responsibility:** they consider the impact of their business activities on society and the environment, in order to create long-term sustainable value for all stakeholders.

**3) Transparency:** they are required to annually report their achievements, progress and future commitments towards achieving social and environmental effects, both to shareholders and to the general public, using third-party standards.





# THE PURSUIT OF SUSTAINABILITY GOALS

To meet its goals whilst ensuring long-term competitiveness, our company has decided to increase the speed of its transition to a more sustainable economy using a regenerative and sustainable growth model. As specified in Chapter 1, by becoming a Benefit Corporation, OMAL intends to pursue its goals by causing positive effects both inside and outside the company.

## IMPACT MEASUREMENT 2022 - BIA (BENEFIT IMPACT ASSESSMENT)

To achieve a more objective and authoritative impact measurement, OMAL, in compliance with the regulations in force, has deemed it necessary to align itself with the requirements of the B Corp® certification obtained in 2017, and has chosen to carry out its measurements through the BIA (Benefit Impact Assessment) published by B CORP, the world's leading organisation in the sector, including for the measurement of the Environmental, Economic and Social impact, the details of which are given below.

### WHAT IS BIA?

To measure their impact, Benefit Corporations use a measurement technology platform, the B Impact Assessment (BIA), issued by the non-profit organisation B Lab. This evaluation tool, available for free online, enables a rigorous, comprehensive and transparent measurement of whether a company is regenerative - in other words, whether it creates more value than it destroys - by assessing all economic, social and environmental impact across the board. Companies that obtain at least 80 out of 200 points on the BIA can apply for certified B Corp® status.

## 2021 BIA RESULTS

In 2020, OMAL decided to consolidate its presence abroad by setting up a sales branch in America. The request to include data from the US hub in the BIA has entailed the entire assessment being updated and a subsequent delay by the certifying body in validating the final report, which is still being assessed for both 2021 and 2022. For any specifications, please refer to the B-Lab, the body in charge of verification and validation, at: [italy@bcorporation.eu](mailto:italy@bcorporation.eu)



## IMPACT ASSESSMENT AREAS

To demonstrate its commitment to responsible, sustainable and transparent operations, as specified by paragraph 378 of Article 1 of Law 208/2015 (the law establishing Benefit Corporations in Italy), OMAL's impact assessment covered the following areas:



### GOVERNANCE

Assesses the company's level of transparency and accountability in pursuing its common benefit goals, with particular attention to the company's mission, ethics, level of stakeholder engagement and the degree of transparency of corporate policies and practices.



### WORKERS

Evaluates relations with employees and associates in terms of salaries and benefits, training and personal growth opportunities, quality of work environment, satisfaction, internal communication, flexibility and occupational safety.



### COMMUNITY

Assesses the company's relations with its suppliers and with the geographical area and local communities in which it operates, its volunteering activity, donations, cultural and social activities, management of diversity and inclusion, job creation and every action supporting local development and the company's supply chain.



### ENVIRONMENT

Assesses the company's overall impact on and management of the environment, with a view to the life-cycle of products and services, in terms of resource use, energy, raw materials, disposal of waste, production processes, logistics and distribution processes, use and consumption and end of life-cycle.



### CUSTOMERS

Assesses the value that the company creates for its direct customers and consumers, in terms of product and service quality assurance and guarantee, ethical and positive marketing, data privacy and data security.



## 2022 RESULTS AND 2023 TARGETS

Below are the metrics identified for measuring each goal and the final figures for 2022, showing the company's commitment to meeting its targets.

### GOAL I

**To invest in innovating company products and processes to ensure the right balance between humans and the environment and build a better world for future generations.**

### METRIC 1: SUSTAINABILITY INDEX

Following analysis in 2021 of the new 'VIP' project (sustainability index improved from 78.1% to 81.3% → see 2021 Impact Report), we decided to carry out a further environmental impact assessment on the data, via an external body using the LCA (**Life Cycle Assessment**) methodology. The survey compared the results of the standard Pneumatic Shut-Off Valves with those of the simplified version, confirming the effectiveness of the EIC - (Environmental Impact Coefficient) system we have devised. The new Pneumatic Shut-Off Valve emits an average of 1.09 kg less CO<sub>2</sub>eq than the previous model, and the results of the study were used internally within the Client Organisation with the aim of:

- Identifying opportunities to improve the environmental impact of existing products.
- Supporting strategic planning and product or process design or redesign decisions.

For 2022, we applied the SI, **Sustainability Index** (see 2021 Impact Report), to the ARES pneumatic valve, with a result of 59.4%. This product was chosen not only because of the company's desire to constantly improve its products, but also as a result of market feedback, to which the company is committed to listening. The request relates to the possibility of a lead-free valve that would also be lighter, due to the use of different materials (for example, aluminium instead of nickel-plated brass) for some internal parts.

Source of data: collected by estimates and calculations, both to be reported on the sustainability assessment and also to respond to market demands.



### 2023 TARGETS

In 2023, we will continue testing and analysis to validate the new version of the ARES valve, pursuing the key challenge of maintaining our high standards of product performance. The next step will be to calculate the positive impact of the changes on the sustainability index of the product. If necessary, we will again use an external evaluation (for example LCA) to compare it with the results of our EIC on the SI. The commitment to ensuring continuous application of the SI to new products/processes continues by, where possible, putting into practice activities aimed at **improving environmental impact**.



## GOAL I

### METRIC 2: EVALUATE % AND REDUCE ENERGY CONSUMPTION IN THE PRODUCTION PROCESS

In 2022, OMAL began using **Movicon 11**, presented in the 2021 Impact Report, a software for operator interface and for supervising, checking and acquiring process and energy consumption data. This enabled monitoring and data collection of the following macro-areas:

- **infrastructure resource consumption** (reading of water and electricity utility meters);
- **general equipment energy consumption** (heating system, compressors, lighting system, electric cabinets, etc.);
- **production process energy consumption**;
- **water consumption** (sprinkler system, etc.).

Movicon ensures analytical management of events and production stoppages, communicated via an email alert system, and provides an accurate and up-to-date snapshot of the system status. The data analysis makes it possible to quickly identify critical points in the production process, in order to make system operations more efficient with a view to saving energy and improving productivity.

The evolution of our thinking with Movicon led us to also install the **Fronius Solar.web** system. This enables us to view the photovoltaic panel yield in real time, so that we can intervene promptly in case of problems or inefficiencies, and maximise the yield. Finally, it calculates the CO<sub>2</sub> emissions saved in tonnes. In this way, the company has also maintained its commitments to reduce CO<sub>2</sub> emissions due to energy consumption by 2022.

<p><b>100%</b> Procurement of energy from Renewable Sources</p>	<p><b>94,4%</b> Consumption of energy produced by the Photovoltaic system</p>	<p><b>88,3%</b> Photovoltaic system efficiency</p>
---	---	--

Following the CFO (Corporate Carbon Footprint) assessment carried out in 2021, OMAL is committed to using the data collected to implement concrete initiatives. The decision was therefore made to install a **new photovoltaic system**, in order to increase OMAL's energy independence, reduce its environmental impact and keep costs down in the event of large price increases.

Data source: collected by measurement.



### 2023 TARGETS

The first target will be to expand the **photovoltaic system verters** by also installing them at the Rodengo Saiano plant with a power of 600kWp, six times greater than those currently in place. Second, the company aims to obtain maximum performance from the business intelligence software and management systems it has installed by defining a performance indicator for real-time data collection with a view to **efficiency, continuous process improvement and reduction of consumption.**



## GOAL I

### METRIC 3: DEVELOP INVESTMENTS FOR A SUSTAINABLE SMART FACTORY

In 2022, OMAL confirmed its **Digital Driven** approach and continued to allocate a share of investments in this direction. The main focus was on bringing the company databases into alignment with the new software, collecting processed data and ensuring a better IT structure.

As regards digital projects launched during the previous year, the following results were achieved:

- **E-commerce** (<https://ecommerce.omal.it/>): the platform has been completed and is online and 100% operational.
- **“Vedrai” - Artificial Intelligence**: the first two modules of the software, “James” and “Bob”, for the monthly collection of data for balance sheet indicators and production data respectively, are 100% operational.
- **Scheduler for production** (via GP Progetti’s software): the scheduler has been 100% implemented for the production department, and 50% for the assembly department.

Source of data: collected through internal tracking files also used for the management review, a bi-monthly strategic meeting for getting an up-to-date picture of internal efficiency.



#### 2023 TARGETS

OMAL aims to continue the positive trend of investing towards a **smart factory** increasingly supporting the business.

Specifically, it is committed on the one hand to completing the **two ongoing projects**, and on the other hand to launch **two new ones**.

##### Ongoing projects:

##### • **Artificial Intelligence software**

Having fine-tuned the data collection software, the target for 2023 is to develop and test the predictive software for balance sheet indicators and production.

##### • **Scheduler**

The software has been correctly installed and set up, the target for 2023 is to get it to full capacity through data monitoring.

##### New projects:

##### • **New calculation structure in Panthera management software**

This customisation and implementation of the management system will be used to analyse cost on sales by the new Management Control department.

##### • **X-Easy Platform**

Its development is linked to the new mechatronic product, Rackon-X, the first smart actuator launched by OMAL at the end of 2022. The platform’s purpose is to collect data, both predicted and actual, recorded by the actuator.



## GOAL II

**Promoting professional training and qualification, encouraging socialising and dialogue within the community by supporting social and cultural recreational initiatives, association activities and sports.**

### METRIC 1: INCREASE TRAINING HOURS FOR SAFETY AND TECHNICAL AND PROFESSIONAL GROWTH OF STAFF

Over the course of this year, OMAL provided a total of 2,620 hours of training, comprising:

- 771 hours of compulsory training.
- 1.849 hours of professional and personal development training.
- 100% of employees were involved in company training programmes, achieving the target set last year.

The target of providing 8 hours of training per year for each employee was achieved through training initiatives that could be used in the company's working environment or aimed at acquiring linguistic, digital, technical, management or soft skills.

As mentioned in the last impact report, the company formalised the creation of its **HR department**, for the purpose, among other things, of monitoring and ensuring a training programme for every member of the company workforce. In this first year, the department has focused mainly on organising one-to-one courses for the professional development of those in strategic roles. It has also evaluated various platforms for data storage and management of soft-skill and technical training needs. As soon as this process has been officially completed, the company will start using one of the platforms.

Source of data: collected via internal file, in order to check the achievement of the training targets set in the Management Review.



### 2023 TARGETS

In 2023, OMAL therefore proposes to choose and potentially start using a suitable platform to help monitor and define each training programme. A plan named "**InformAction**" will be adopted with which to update, refine or develop the professional knowledge and skills of all employees. A package of various training proposals for employees will also be identified. Employees will be able to vote, through surveys of focus groups, and choose which proposal to follow, based on personal interests and consideration of the Group. The intention is to involve employees in certain decision-making processes, value their contribution and disseminate the '**culture of community**'.



## GOAL II

### METRIC 2: CHARITABLE AND CULTURAL DONATIONS TO SUPPORT COMMUNITIES

In 2022, we had the pleasure of getting in touch with **several local associations**, looking for a project that could involve the company workforce and best express our core values: passion, respect and sense of duty.

We are happy to be collaborating with:

- **AOLE** (Amateur Sports Association that promotes and develops projects for the autonomy, integration, and social and cultural inclusion of people with intellectual disabilities).
- **GAIM** (a non-profit organisation that has been supporting the independence of disadvantage people, defined as 'invisible', for 20 years).

The two associations, in addition to being local, which is important to OMAL, enthusiastically welcomed the idea of developing a tailor-made project with and for the company. Motivated by the same drive for the inclusion and professional fulfilment of people, we organised the **company Christmas dinner** together. The event took place inside the Rodengo Saiano production facility, which was transformed for the evening into a lovely restaurant with Christmas decorations. The GAIM association provided the set-up and valuable support in preparing the area. The group from AOLE, consisting of seven young people with intellectual disabilities, helped the heads of department with the mise-en-place and service throughout the dinner. The company donated €2,000 for this project.

Source of data: collected and checked through careful and punctual monitoring by administration and management control, in order to monitor costs for the annual budget.



### 2023 TARGETS

In the coming year, OMAL intends to maintain contact with local associations to support and collaborate with them. Our wish is not to remain passive in this process, merely responding to external input, but to develop at least one ad hoc project based on the interests of our internal stakeholders. The target is to establish a **process plan**, ensuring a transparent structure that involves the entire organisation.



## GOAL II

### METRIC 3: PLENARY MEETINGS WITH ALL ASSOCIATES (“EMPOWERED DAY” AND EVENTS FOR ALL EMPLOYEES)

In compliance with health regulations, we were able to resume the organisation of the two customary **plenary meetings** including everyone at the company, the first held during the summer and the second at the end of the year. **Four meetings** were also organised **with the heads** of departments in order to share the company’s **Vision** and targets for the year.

Of note is the launch of a three-year project with the psychology research department of the **Università Cattolica del Sacro Cuore**, with which three **Focus Groups** involving a sample of 30% of employees were set up to start a dialogue on Sustainability. They provided excellent opportunities to raise awareness on the topic and allow employees to highlight any critical areas for improvement.

Data source: collected and tracked through internal files in order to be shared for the sustainability report.



#### 2023 TARGETS

OMAL intends to continue to plan meetings involving all its workers in which to share company strategies. In addition, it will continue its efforts to involve and update employees on the progress of the three-year project with the Università Cattolica and to put into practice the insights gained from the Focus Groups:

- Creation of a **Welfare platform** for all staff and not tied to individual performance targets.
- Launch of a **coaching course** for the entire front line aimed at implementing communication skills for efficient collaboration.

This will lead us increasingly to identify OMAL as a united community in which each person can feel heard, valued and involved in internal activity.



### GOAL III

**Create an inclusive and proactive work environment that ensures rights and duties, protects health and safety and supports corporate welfare measures.**

#### **METRIC 1: NUMBER OF SPECIFIC REPORTS ON HEALTH, SAFETY AND SUSTAINABILITY. PROMOTE AWARENESS OF ALL EMPLOYEES FOR AN INCLUSIVE AND SAFE WORKING ENVIRONMENT**

In the past year, the Health and Safety contact and the CSR/HR function maintained their commitment to read, evaluate and, where possible and necessary, respond with concrete actions to all reports submitted through **QR Codes**, divided into three main macro-areas:

- No. of reports in the field of Health and Safety: 2
- No. of reports in the field of Sustainability: 1
- No. of uncategorised reports: 1

Source of data: collected by monitoring responses to the survey linked to the QR Code (Google Forms) and related spreadsheet.



#### **2023 TARGETS**

Over the course of 2023, OMAL will endeavour to inform and update employees of anything highlighted through the **anonymous reporting system**. A communication, consisting of an overview of the number of reports received and any actions taken, will be uploaded to the company's digital notice board. If the company receives proposals for **projects with a positive impact on corporate wellbeing**, OMAL aims to assess their feasibility and implement at least one of them. The ultimate aim is to work in response to observations made by employees have pointed out.

The company is making an increasing effort to listen to the interests of our internal stakeholders, seeking to implement projects that reflect their wishes when these are aligned with the management of the company's business.



### GOAL III

#### METRIC 2: NUMBER OF NON-COMPULSORY MEETINGS WITH RLS (WORKER'S HEALTH AND SAFETY REPRESENTATIVES)

During the past year, OMAL met its target and increased the number of **voluntary meetings** with the RLSs, in order to monitor health and safety actions and to plan possible improvements. In addition to these, meetings were regularly organised with the **“Sicuri al 100%” (100% Safe)** working group consisting of the Management and Plant Managers, with a view to sharing targets, and requests and reports from the workforce.

- No. of meetings with RLS: 4
- No. of '100% Safe' meetings: 6
- No. of Health and Safety reports/proposals: 46
- No. of actions planned and implemented: 41

Data source: monitoring via internal file.



#### 2023 TARGETS

For 2023, the company is committed to maintaining and consolidating the previous year's target, thereby organising four meetings with the RLS and three meetings with the Plant Managers (supervisors) in order to create a **consolidated process** aimed at sharing projects and choices to be put into practice.



## GOAL III

### METRIC 3: SPECIALISED MEETINGS - “OMAL SUSTAINABILITY WORKING GROUP”

In 2022, OMAL launched an HR department, resulted in the addition of a new role focused on both HR and Corporate Social Responsibility issues. In this first year of its existence, the department preferred to put its resources into deepening the CSR logics within the company by conducting **five one-to-one meetings** with key operational points of contact. In addition to these, **two group meetings** coordinated through the above-mentioned CSR/HR representative were organised, involving the following points of contact:

- QHSE
- Financial Manager
- Communication Manager
- Technical Manager
- External consultant appointed “Impact Manager”

Data source: monitoring via internal file.



#### 2023 TARGETS

For 2023, OMAL aims to fulfil its previous commitment and organise at least three annual meetings with the “**Sustainability Team**”, coordinated by the CSR/HR representative. The additional functions involved may change during the year, in order to give all departments the opportunity to offer their experience and new ideas for projects relating to the responsible growth of the company. Each meeting will also be minuted, in order to create a **qualitative process** and a **record** of the work done, thus monitoring the actions taken.

### METRIC 4: OBTAIN AND MAINTAIN UNI ISO 45001:2018 CERTIFICATION TO ENSURE A SAFE WORKING ENVIRONMENT FOR ALL WORKERS

We are proud to say that we have obtained the **ISO45001:2018 certification**, allowing us to better manage and prevent health and safety within the workplace, with potential benefits in terms of cost reduction, as a result of fewer accidents, injuries and occupational diseases.

DNV, which conducted the certification audit, noted the completeness of our records, the documentation of the Integrated Management System and the diligence of our organisation. We can also claim to have delivered 771 hours of mandatory training and implementation of the new model, thereby increasing the degree of staff involvement and participation in the project.

Data source: monitored via internal file.

For the coming years, we are committed to maintaining this certification, with the aim of using it to adopt continuous improvement plans. All this continues to confirm the company's wish to keep the wellbeing of its employees at its heart, including in terms of health and safety.



## SUMMARY OF TARGETS FOR 2023

	GOAL I	GOAL II	GOAL III
METRIC I	<p>Test and calculate sustainability index of ARES valve to try to improve environmental impact.</p>	<p>Identify platform for development training ("InformAction" plan).</p> <p>Identify training proposals and consideration by employees to create a culture of community.</p>	<p>Share and analyse feasibility of plans resulting from the anonymous reporting system.</p>
METRIC II	<p>Extend photovoltaic system verters.</p> <p>Increase efficiency of business intelligence software and management.</p>	<p>Support local associations.</p> <p>Create process plan.</p>	<p>Organise 4 meetings with RLS and 3 meetings with Supervisors on health and safety.</p>
METRIC III	<p>Complete ongoing projects: artificial intelligence software and assembly department scheduler.</p> <p>Launch new projects: calculation structure in Panthera and the X Easy Platform.</p>	<p>Create Welfare platform.</p> <p>Launch frontline coaching course.</p>	<p>Organise 3 annual "Sustainability Team" meetings to create a qualitative process.</p>
METRIC IV			<p>Maintain ISO:45001 certification.</p>



# CONCLUSION

This second Impact Report marks an important step for OMAL, which launches itself towards an even more evolved way of doing business, with performance measurement and comparison according to the guidelines dictated by the UN 2030 Agenda.

The aim is to focus on the path to the final goal, with more emphasis on the actions involved in reaching it, and on the investment to be deployed in resources, time and energy.

In the useful analysis of Daniel Kahneman, at this stage of our corporate evolution we need to focus on “slow thinking” versus “fast thinking”, that is, on a way of doing things that is not instinctive but involving reflection and planning, by which we create value.

We live in a time when the pressure for speed and the multitude of information and projects with which we come into contact actually limit our ability to choose. Being carried along and sometimes overwhelmed by the flow can lead to hasty decisions made for their own sake.

Instead, we are increasingly convinced that the right way is to stop and **focus on the present**, since in order to ‘maintain’ the correct direction for generating a sustainable development chain, we must be present and aware in the ‘here and now’, in order to consolidate our internal structure, always striving to improve in every aspect.

OMAL S.p.A. Società Benefit  
Rodengo Saiano (BS), 31.03.2023

Signature



**OMAL S.p.A.**



Ph. +39 030 8900145 · Fax +39 030 8900423 · [info@omal.it](mailto:info@omal.it) · [www.omal.com](http://www.omal.com)

**HEADQUARTERS**

Via Ponte Nuovo, 11 - 25050 Rodengo Saiano (BS) ITALY

**Coordinates:**

Lat: 45° 35' 53" North; Lon: 10° 05' 21" East

**PRODUCTION SITE**

Via Brognolo, 12 - 25050 Passirano (BS) ITALY

**Coordinates:**

Lat: 45° 35' 51" North; Lon: 10° 05' 18" East