

# METALSISTEM

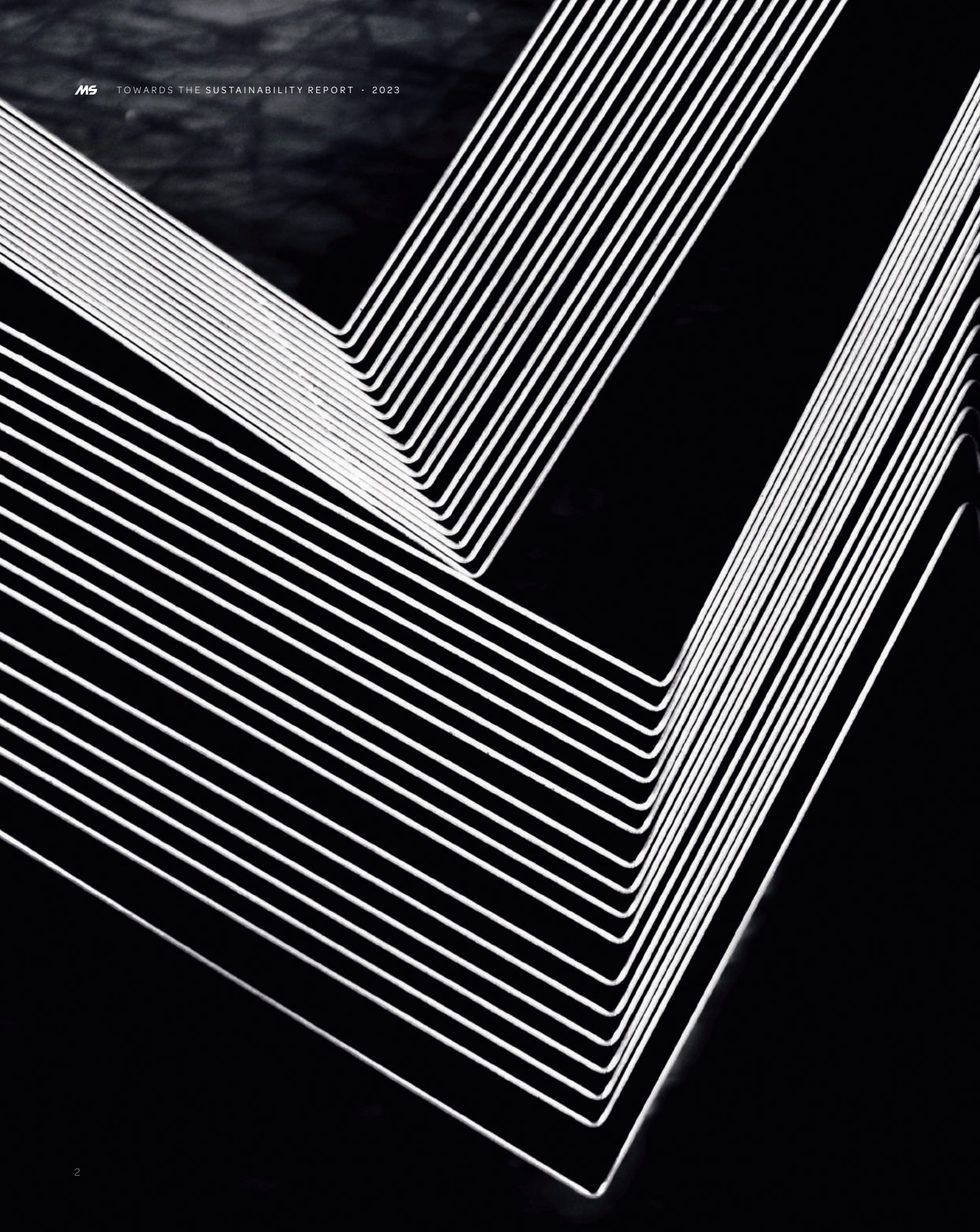
TOWARDS THE



# SUSTAIN ABILITY

R E P O R T

2 0 2 3



**METHODOLOGICAL NOTE**

This document has been drawn up by referring to the 17 goals (Sustainable Development Goals SDGs) defined and released by the Agenda 2030 for Sustainable Development, signed in September 2015 by the governments of the 193 UNO member States.<sup>1</sup>

This profile is the first stage of a three-year process that will lead METALSISTEM, in 2023, to publish the first official Sustainability Report. The data contained herein refers to the company activity in 2019 and, where possible, in 2020; in some cases, we have been able to use a three- or four-year historic dataset; the reference year, however, is always specified.

The “2023 goal plan” includes the indication of some “material” issues that are deemed as the most important, and the relevant improvement actions that METALSISTEM undertakes as far as possible to implement, within the terms mentioned above, to highlight - over time - the evolution of the selected indicators. In the section on economic sustainability, finally, the turnover and partner data refer to the aggregate value.

The primary purpose of the document is describing the actions implemented by METALSISTEM to mindfully manage the social impact of the company on the people and territory.

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<sup>1</sup> [www.globalgoals.org](http://www.globalgoals.org)



Photo by Sarah Dorweiler on Unsplash

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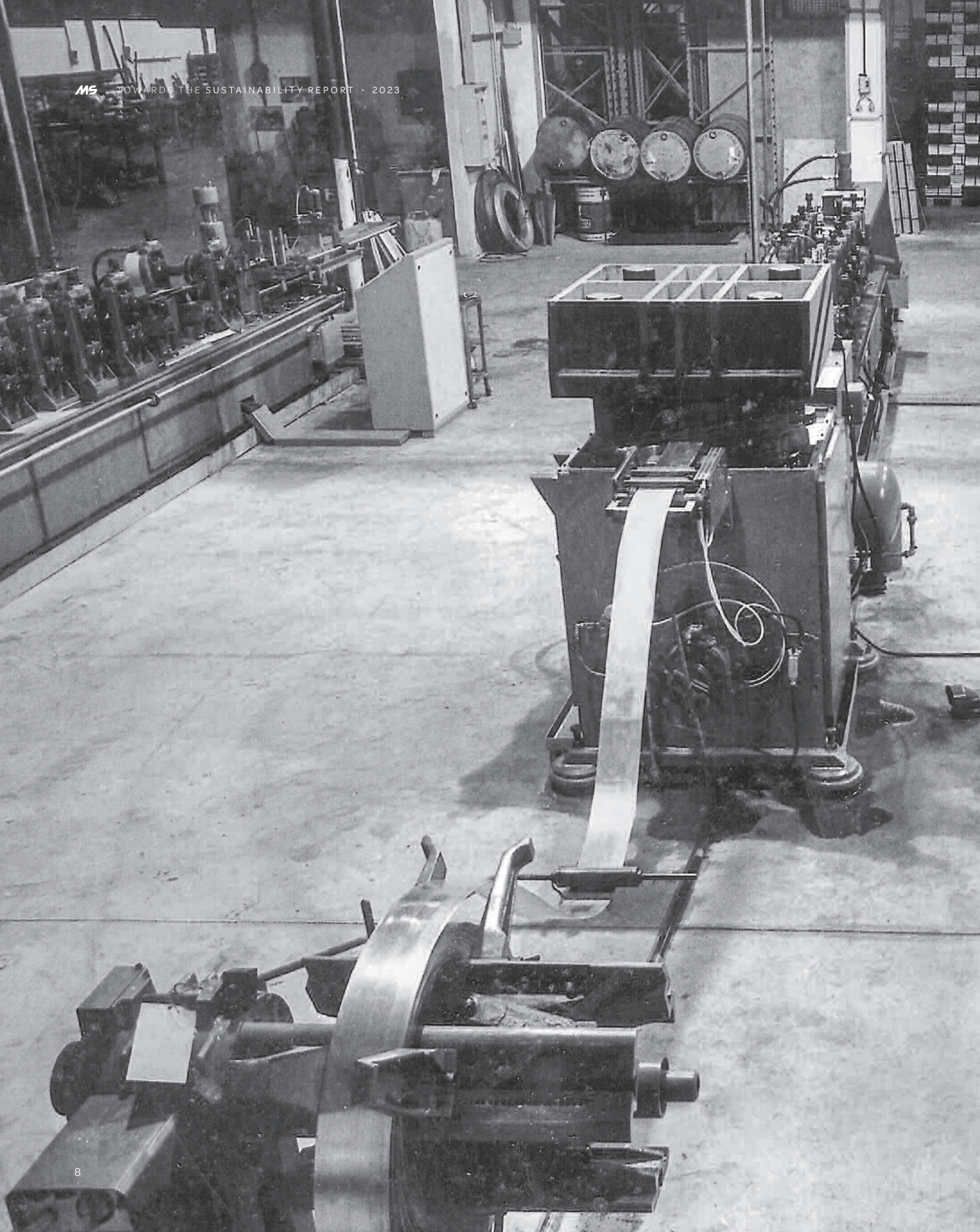
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## INTRODUCTION





## METALSISTEM, THE ORIGINS



Established in **1970 in Rovereto**, METALSISTEM started its business with the design and manufacturing of cold metal profiling machines, successfully producing steel profiles for material handling applications.

A **modular system, simple and functional**: this was the original invention that led to the development of a wide range of **industrial storage and archiving systems**. It was the first huge step in an entrepreneurial journey that has led the company to establish itself as a **world leader both in the market of material handling and in that of shopfitting solutions**.

All products provide top structural performances and ensure a high quality level, acknowledged by the most important European institutions; METALSISTEM's great success is also the result of the deliberate entrepreneurial decision to strongly invest in research: this peculiarity allows the company, through the support of its **in-house Research and Development Centre**, to design and manufacture on its own any systems and equipment required for its processes.

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## PLANTS



### 2000 METALSISTEM: HEADQUARTERS - ROVERETO

Headquarters the company moved to in the 2000s to meet the needs for more space arising from the business consolidation that took place in those years. The headquarters include the main office building, a part of the production facilities, covering an area of 26,000 m<sup>2</sup>, and the showroom, where the whole product range is on display, enhanced by a museum area inaugurated when the company celebrated its 50<sup>th</sup> year of activity.



**2007** STUDY AND RESEARCH CENTRE - ROVERETO

Research and development of new products and production technologies.



**1980** VIALE DEL LAVORO, 3 - ROVERETO

Historic METALSISTEM headquarters, now hosting the production of the SuperInox, Mobibasic, Mobeasy and Mobifront series.





**2007 VIALE DEL LAVORO, 1 - ROVERETO**



Now hosting the group operations related to direct customers, in Italy and abroad.



**2004 VIALE CAPRONI, 50 - ROVERETO**



Production of plastic accessories by injection moulding.



2007 **GAMBARA - BRESCIA**

Retail Display and Shopfitting Solutions.



1998 **GUSSAGO - BRESCIA**

Retail Display and Shopfitting Solutions.





2000 MOTTA DI LIVENZA - TREVISO



Automation and in-house production of cold steel processing machinery.

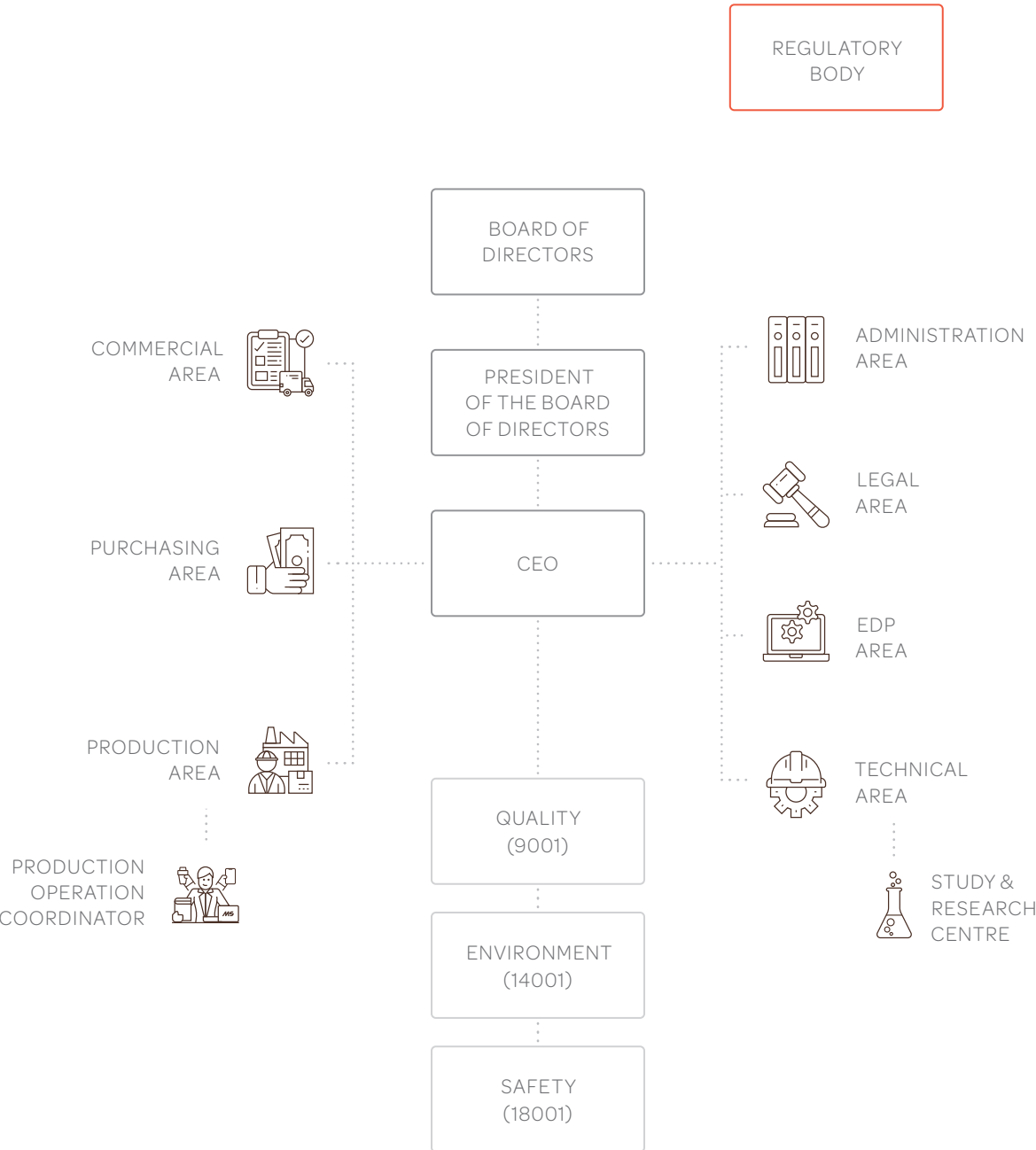


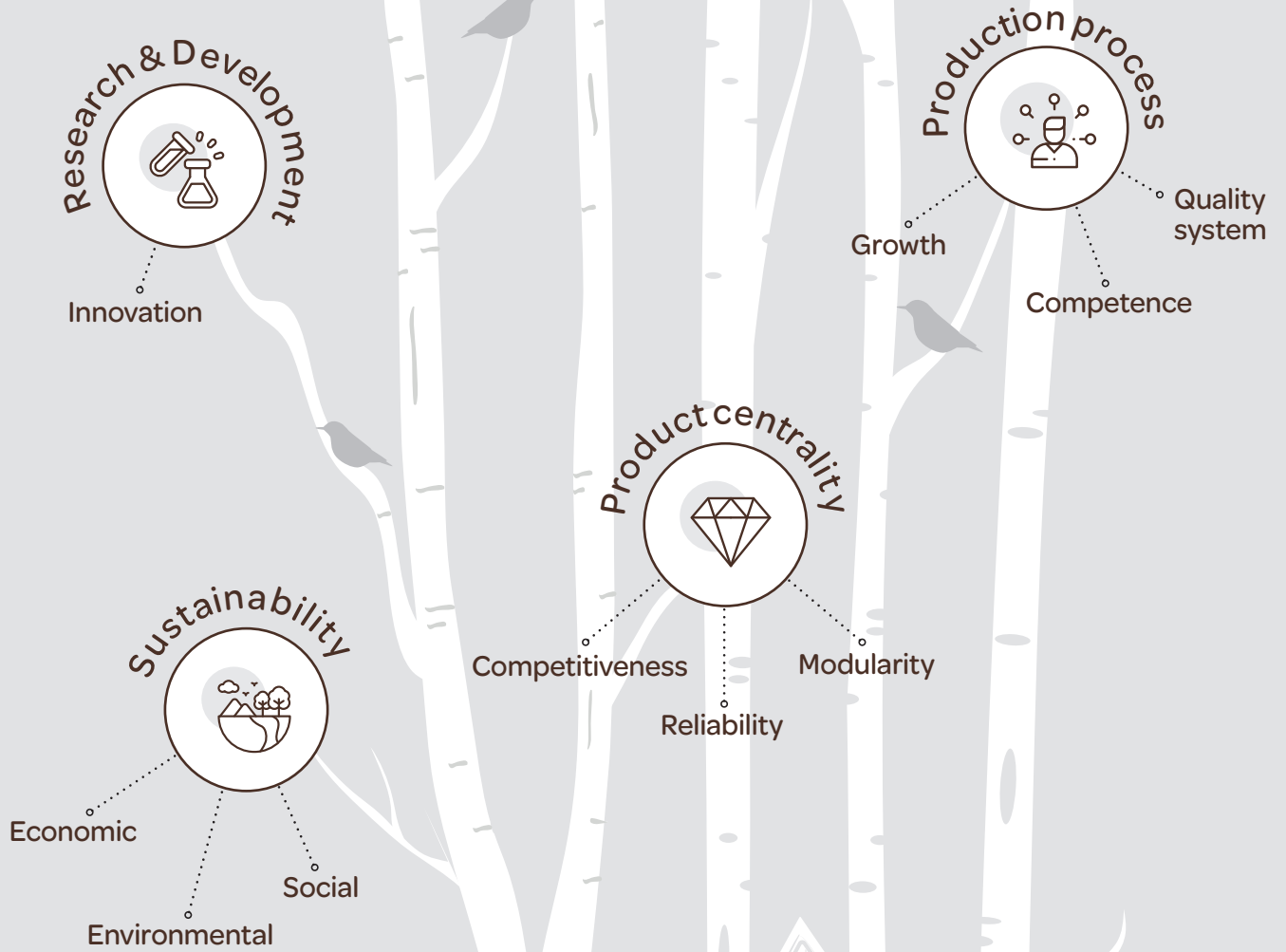






COMPANY ORGANISATION CHART





METALSISTEM

# CORE VALUES



# From 1970 to the current day

## 50 years of modular future

Throughout its 50-year history, METALSISTEM has invested in technology and production research, which has allowed it to become a leading company, constantly striving to manufacture **unique, safe and high-quality products**.

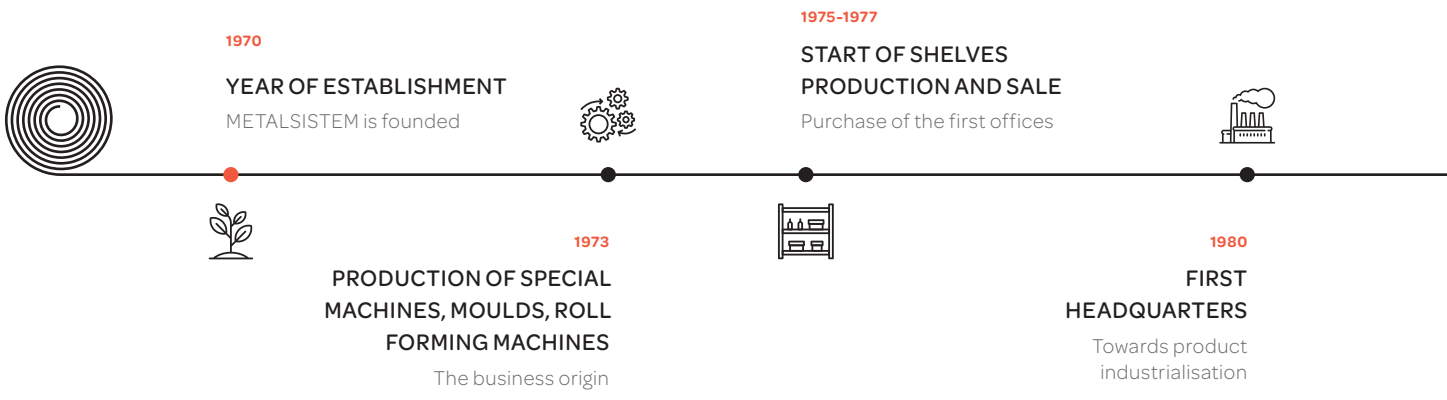
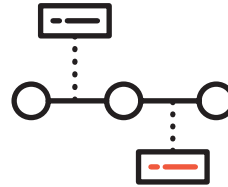
In 2020 it celebrated an important milestone - reaching 50 years of operation in an historic period marked by the transition and change imposed by the Covid-19 pandemic - aware that it has managed

to meet the market needs by consistently adjusting its business model.

The secret is enforcing in a balanced way the company's cornerstone values, to achieve a **lasting but shared success**, managing the discontinuities that inevitably arise over time, in a perspective of continuous challenge, constantly creating **new growth and development opportunities**.

# TIMELINE

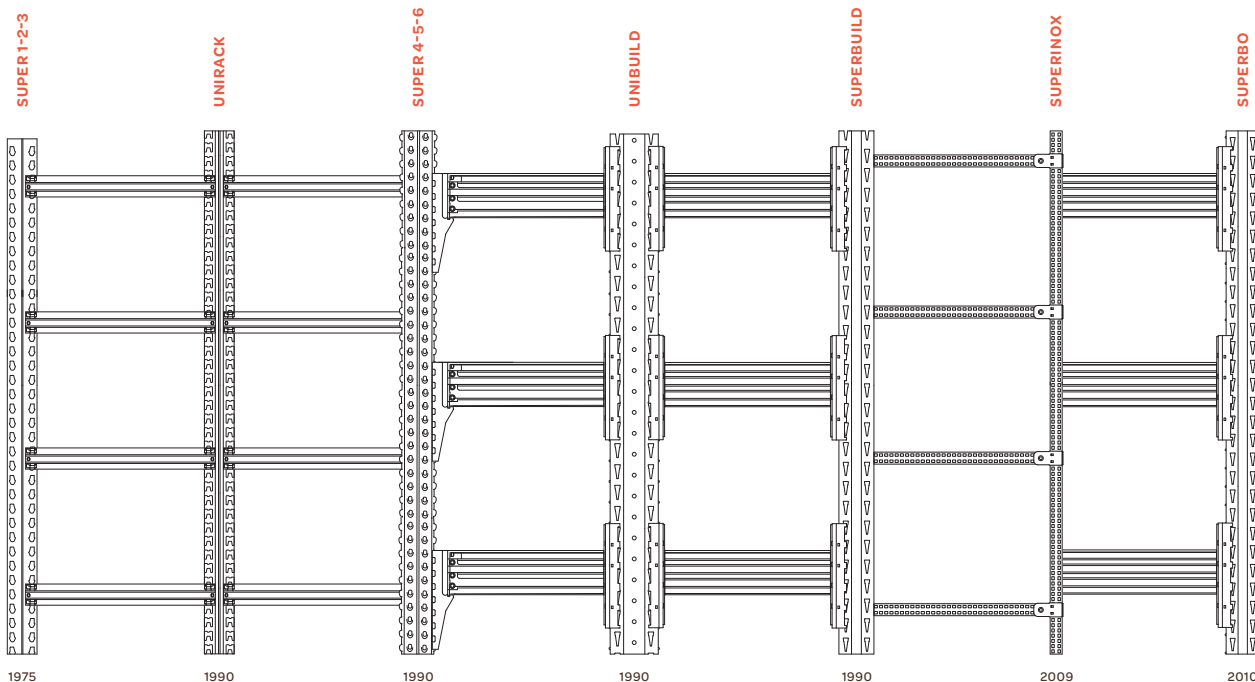
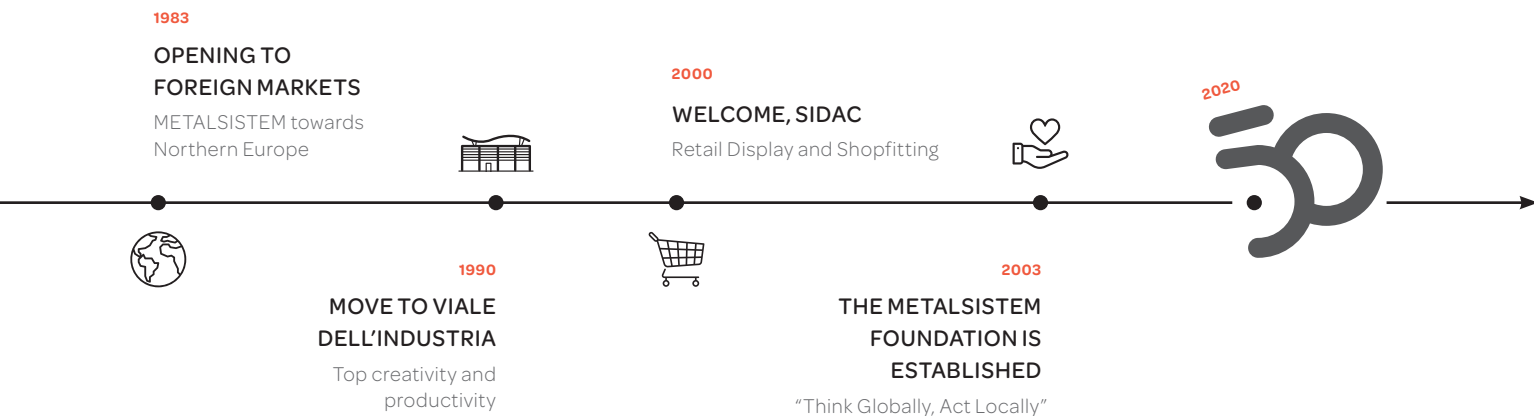
PAST · PRESENT · FUTURE



Since 1970, METALSISTEM has been a leading company in the global market of Material Handling and Commercial Furnishing.



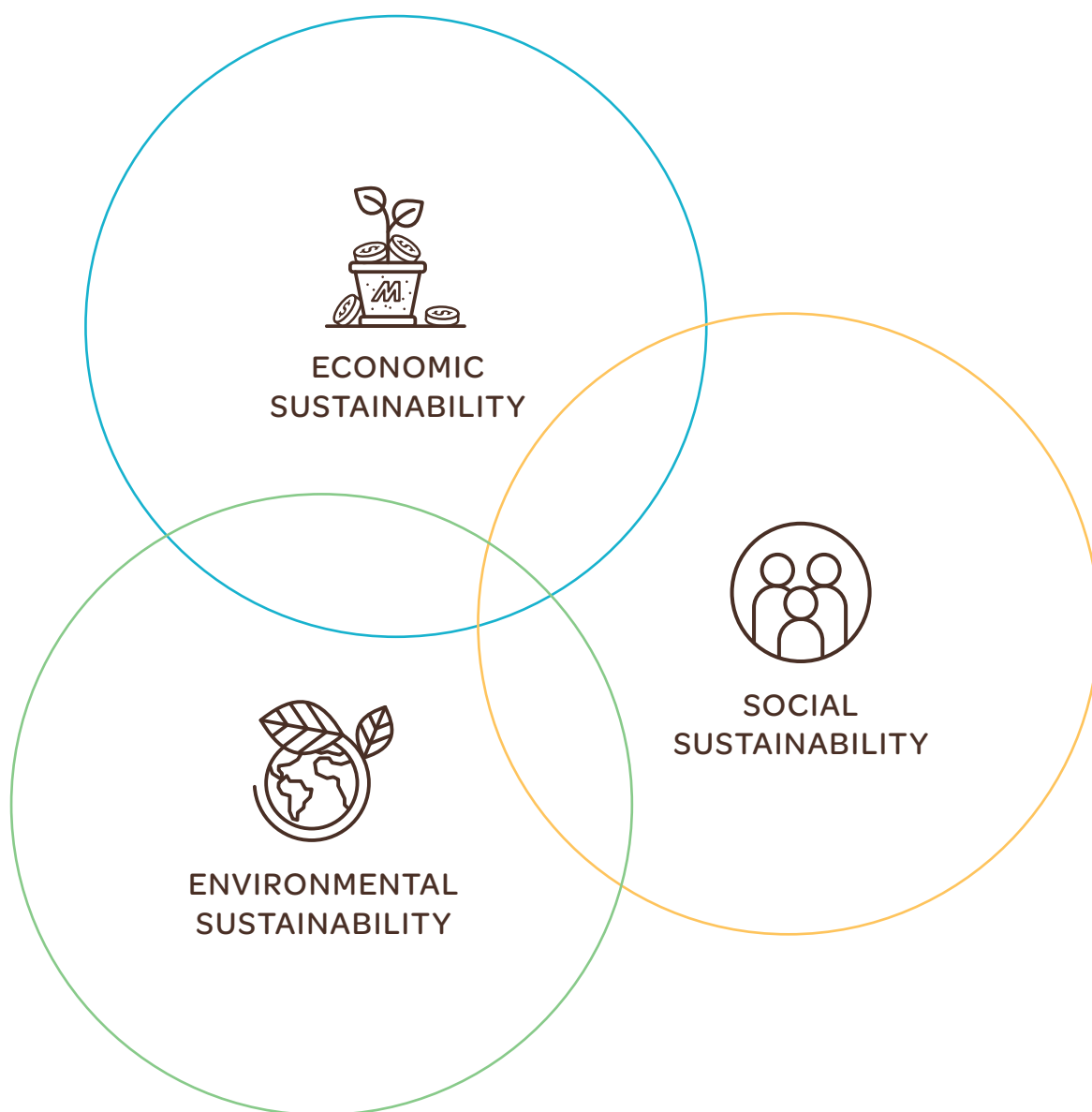
We have made  
50 years of history.  
**SINCE 1970.**





# TOWARDS THE SUSTAINABILITY REPORT

METALSISTEM S.p.A.



*«A sustainable development allows  
the present generation to meet its needs  
without compromising the ability  
of future generations to meet theirs.»*

Gro Harlem Brundtland

*Our common future* report issued during the World Commission  
on Environment and Development, WCED – 1983



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## INTRODUCTION TO THE REPORT

There are rules we all must observe, as they are provided for by law; but there are other unwritten rules, dictated by our morality, by ethics and by individual **responsibility**, whose observance is the result of a free choice and not of an obligation.

The issues discussed in these pages are related to a **sustainable production development** that, now more than ever, arouses the interest of the markets, of the institutions and of the consumers themselves, that demand more transparency and commitment on these issues.

Companies, therefore, are required to spread the **sustainability culture, to achieve a repeatable profit**, ensuring that both the stakeholders and the company can benefit from it on a constant basis.

METALSISTEM is an industrial group that operates in multiple institutional, economic, political, social and cultural contexts. Upon reaching the 50-year milestone, METALSISTEM has chosen to describe – always referring to the data – its economic, social and environmental sustainability plan, based on a **strategic approach allowing it to create value and competitive advantage**.

### WHAT A SUSTAINABILITY REPORT IS AND WHY IT IS IMPORTANT

The Sustainability Report is a document that points out environmental, social and economic issues related to the activity of a company; its purpose: creating “**value**”.

Herein, “Sustainability” means an essential driver for the development of a company, steering the production activities towards business goals that protect the environment and promote the human

capital growth, i.e. foster a **sustainable growth**. Though in some respect this may seem to clash with the market logics, it is a proven fact that these sustainability policies actually help increasing the company competitiveness.

Re-calibrating the business goals, also taking into account this important aspect, has highlighted the need to add a new item to the set of METALSISTEM corporate values, which shall thus include not only a robust governance and a customer orientation, but also the **central role of people and of the community, the use of a supply chain that is as sustainable as possible and the attention to the environment, to support and supplement the Company strategy**.

It is a target that must not be regarded as a final goal, but rather as an approach that must be constantly in place to ensure continuous improvement over time.

Adopting a sustainable strategy and business model, focused on **innovation** and **circularity**, allows us to tackle the climate emergency and to ensure growth in a context of non-unlimited resources, guaranteeing **inclusion** and **social cohesion** and promoting a proper alignment between **values, economy and finance**.

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## MISSION AND VALUES

### THE QUALITY-SAFETY DUO

This term must be intended in its broadest sense, and thus not be limited to the mere meeting of the product and production process certification standards; quality and safety must be ensured in all corporate work areas, encompassing not only the production process, but also the work of human resources, their training and their information, as well as the customer experience.



### THE SUPPLIERS

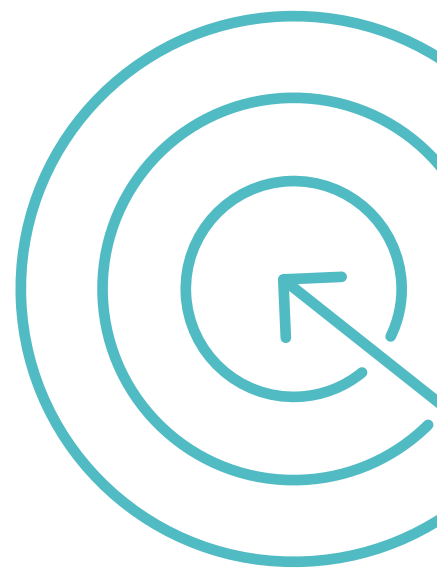
Management of the supply chain in compliance with a set of critical basic values, including safety, sustainability and quality, to build a relationship based on proactive collaboration.



## PEOPLE

They are the company capital: the starting point is the management of human resources, employed in compliance with the principle of economy and of the highest economy standards.

Then we come to personal enhancement, through specific training courses aimed at helping people improve and achieve both professional and personal fulfilment, through growth in leadership and skill sharing.



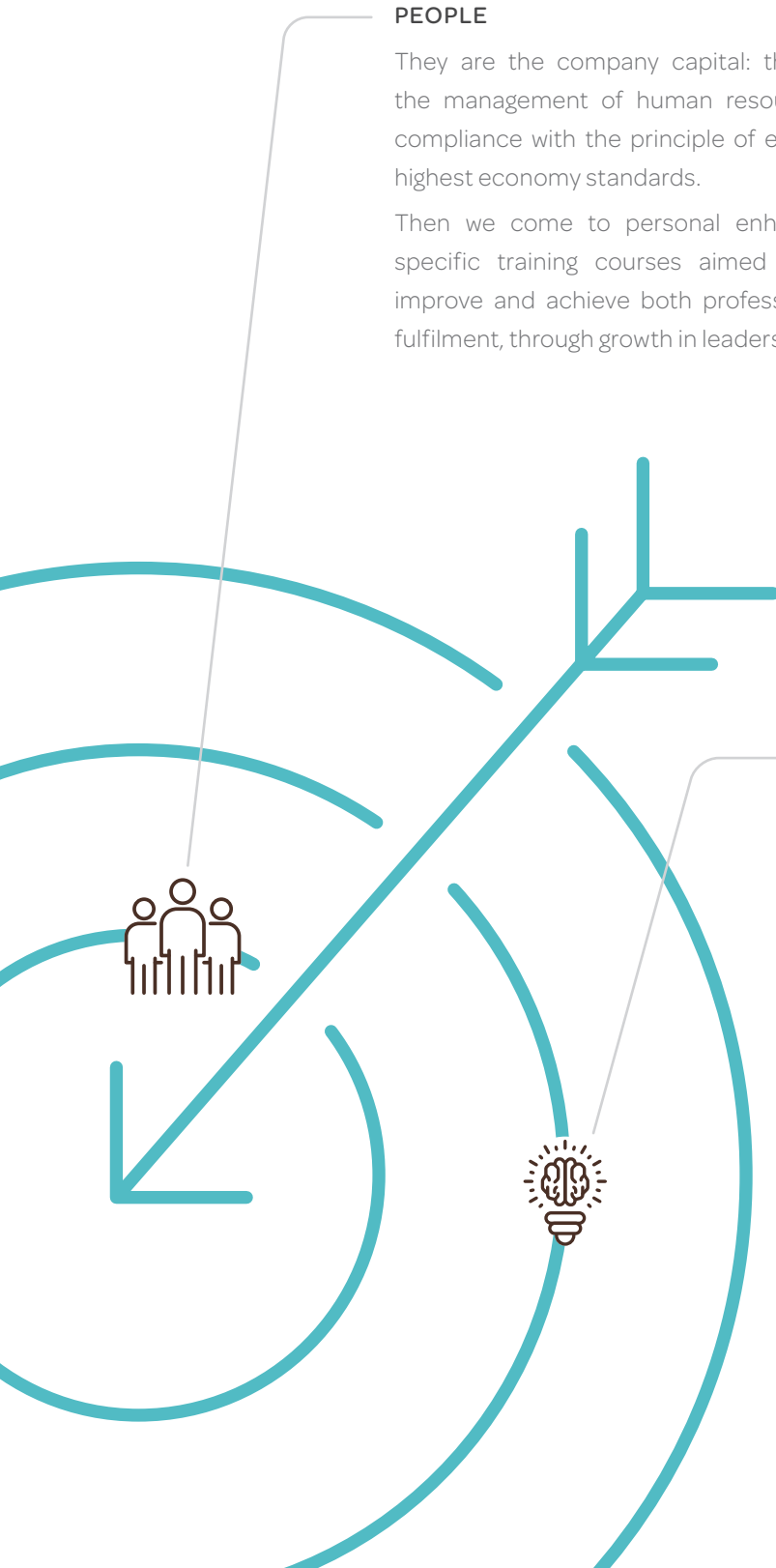
## PRODUCT INNOVATION

*Innovate, from Latin IN-NOVÀRE = making NÒVUS, altering the established order to do something new.<sup>2</sup>*

This is METALSISTEM's driver, investing in projects that create new market standards, turning passion into new ideas.

The company actively promotes collaborations with other players in the Material Handling industry, through work projects that bring together experts, universities and research centres.

To name but a few, CISI "Associazione Italiana costruttori scaffalature industriali in acciaio", the University of Trento, the Polytechnic of Milan, F.E.M., I.S.P.E.S.L. – Higher Institute for Prevention and Safety.

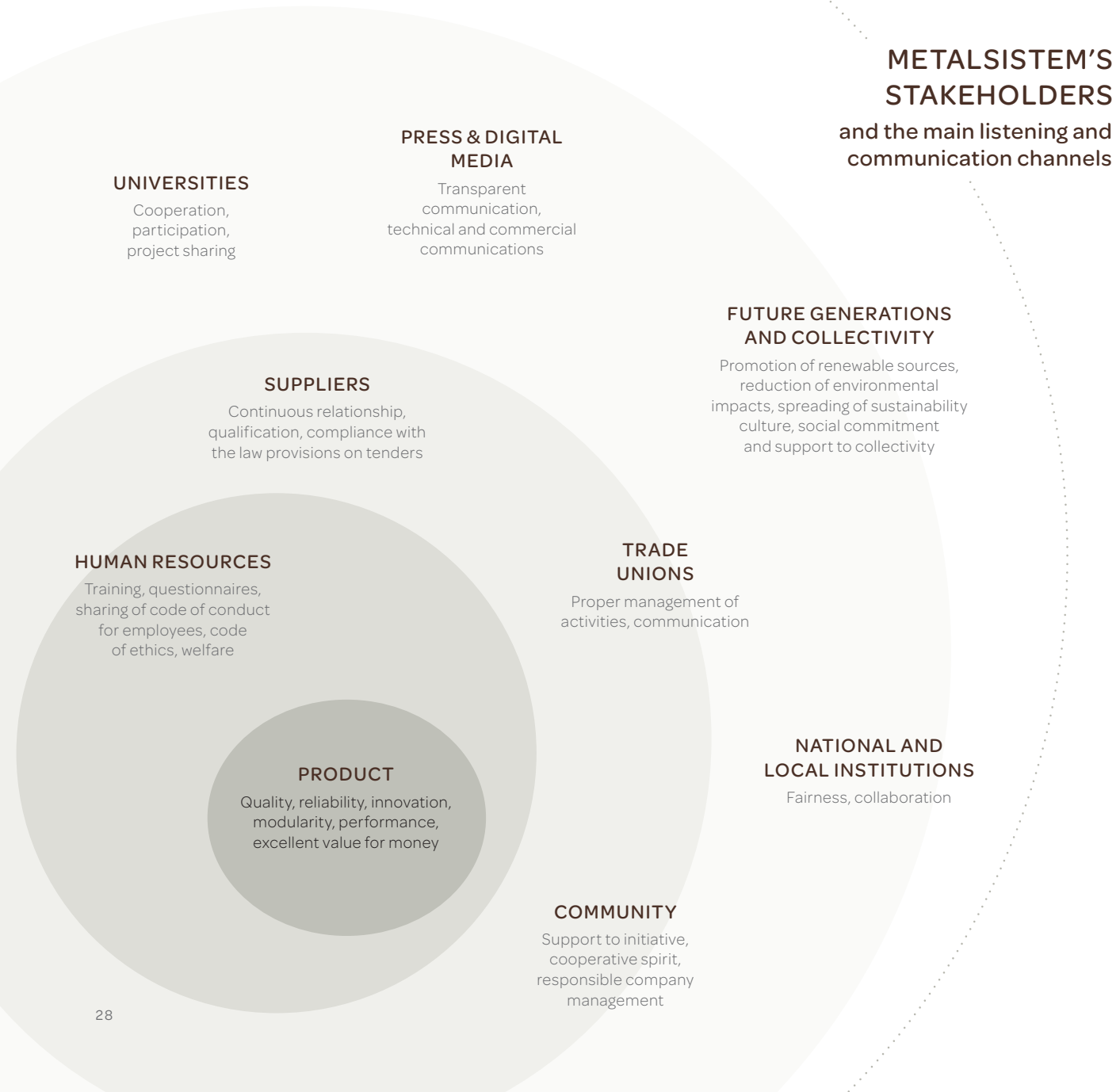


<sup>2</sup> Online etymology dictionary - [www.etimo.it](http://www.etimo.it)

## STAKEHOLDERS

In a business context, a “stakeholder” is a person that exerts an influence over an economic initiative, a company or an institution. This system, therefore, includes all customers, suppliers and funders, but

also the community and the territory with which the company interacts, i.e., all persons that have rights and stakes in a company and its activity.



## GLOBAL GOALS 2030

In order to share a global commitment to sustainable development and to define the structure and content of its Sustainability Report, METALSISTEM has referred to the **Global Goals** proposed by UNO; according to the definition contained in the global Agenda of the United Nations, they are **17 interconnected goals hopefully to be achieved within 2030, divided into four sets: the social pillar, the economic pillar, the environmental pillar and the system governance.**

An action plan oriented to **people, Earth and prosperity**, aimed at ensuring a better present and future.

First step: selecting the goals that are most easily applicable to the METALSISTEM business.

Second step: referring to the above, rationalising the “material issues” and setting up a goal plan.

Out of these 17 objectives, therefore, METALSISTEM identified 12 that are applicable to the mission of the company and of the Foundation.

The following are the goals that have been given priority according to an internal in-progress perspective.



SOCIAL  
SUSTAINABILITY

GOAL	PRIORITY ISSUE	FOCUS 2030
	Ending poverty	Contributing to the progressive eradication of poverty in all its forms.
	Ending hunger	Ending malnutrition and hunger and ensuring that everyone has access to enough food every day.
	Health and well-being	Ensuring a healthy life, promoting the well-being of everyone at any age, stepping up prevention and promoting mental health.
	Quality education	Ensuring equitable access to quality and affordable technical, professional and tertiary education.

<sup>3</sup> [www.globalgoals.org](http://www.globalgoals.org)

ENVIRONMENTAL  
SUSTAINABILITY

GOAL	PRIORITY ISSUE	FOCUS 2030
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Clean and affordable energy	Giving priority to the use of renewable sources and cleaner energy systems, reducing waste.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Responsible consumption and production	Reducing as much as possible the per capita global food waste. Reducing, reusing, recycling.
 <p>13 CLIMATE ACTION</p>	Fighting climate change	Combating climate change by raising awareness of it, improving the management of climate-related disasters.
 <p>14 LIFE BELOW WATER</p>	Life below water	Promoting the conservation and sustainable use of oceans, seas and marine resources.
 <p>15 LIFE ON LAND</p>	Life on land	Protecting and restoring sustainable use of terrestrial ecosystems, ensuring biodiversity preservation.

ECONOMIC  
SUSTAINABILITY

GOAL	PRIORITY ISSUE	FOCUS 2030
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Decent work and economic growth	Promoting sustained, inclusive and sustainable economic growth, full and productive employment, decent work.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Industry, innovation and infrastructures	Promoting innovation and equitable, responsible and sustainable innovation.
 <p>10 REDUCED INEQUALITIES</p>	Reduced inequality	Reducing inequality and disparities, promoting social and economic inclusion irrespective of age, sex, ethnicity and religion.

# SUSTAINABLE DEVELOPMENT GOALS

## GLOBAL GOALS 2030

In 2015, world leaders agreed to 17 Global Goals (officially known as the Sustainable Development Goals or SDGs). It's now six years on, and we have more work than ever to do. These goals have the power to create a better world by 2030, by ending poverty, fighting inequality and addressing the urgency of climate change.



## CORPORATE CODE OF ETHICS

In order to consistently translate its principles and reference values, METALSISTEM has implemented a **Code of Ethics**, issued in order to define the ethical and social conducts that can help us establish **professional relations based on trust and transparency, thanks to dialogue and cooperation.**

All activities must consistently be carried out according to the ethical principles of **compliance with the law, environment protection, honesty, integrity, clarity and transparency, fairness, good faith and loyal competition, and respecting the legitimate interests of customers, employees, shareholders, partners and institutions with which the Company interacts.**

In order to ensure the continuous implementation of the above and the business continuity, reliability and reputation of the Company, the Code is aimed at identifying and spreading the ethical principles and the behavioural criteria that must be observed in the business operation carried out by and on behalf of the Company, establishing mechanisms aimed at ensuring compliance and contributing to creating shared value.

The provisions contained in the Code are binding and apply to the conduct of all members of the Company's Board of Directors, administrators, executives, employees, consultants, anyone acting on behalf of the Company, irrespective of the underlying legal relationship, suppliers and customers, as well as anyone having a contractual relationship with the Company and operating for

the achievement of the corporate goals, with no distinctions or exceptions. **In no way can the belief of acting to the benefit of the Company justify the adoption of any behaviours that breach the Code of Ethics.** This Policy is disseminated to ensure that it is understood and shared by all the resources and persons operating on behalf of and jointly with METALSISTEM; it is made available to all the parties concerned and is periodically reviewed.

In this context, the initiatives implemented by the Company include:

- The METALSISTEM Supervisory Board, in charge of supervising the implementation, effectiveness and adequacy of the Code of Ethics.

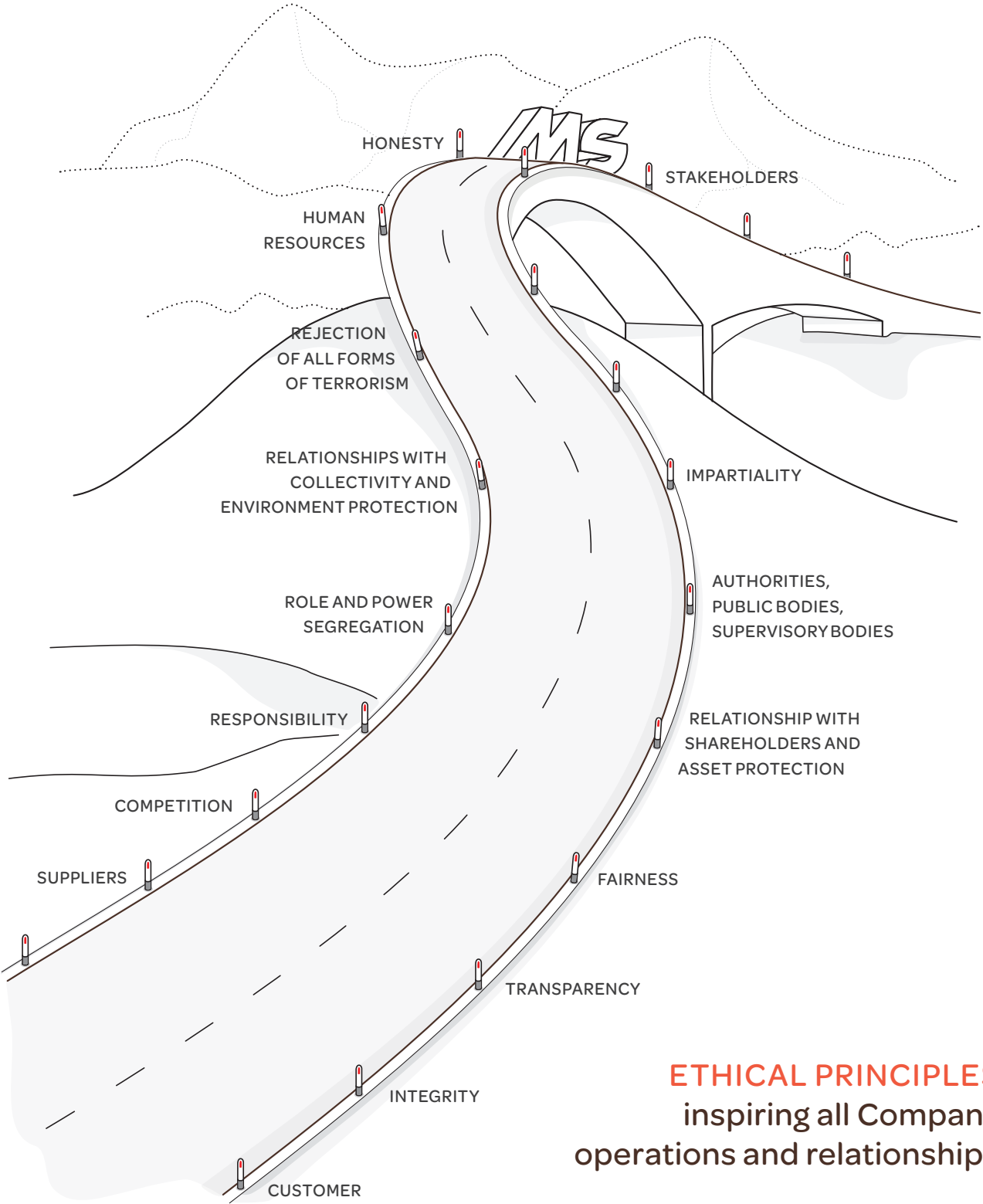


- A custom Organisation Model, pursuant to L.D. 231/2001, as successively integrated, aimed at preventing the commission of the offences provided for by the regulations in question.
- Integrated policy: [Management commitment](#). Quality, environment, health and occupational safety policy.



Management commitment





**ETHICAL PRINCIPLES**  
inspiring all Company  
operations and relationships





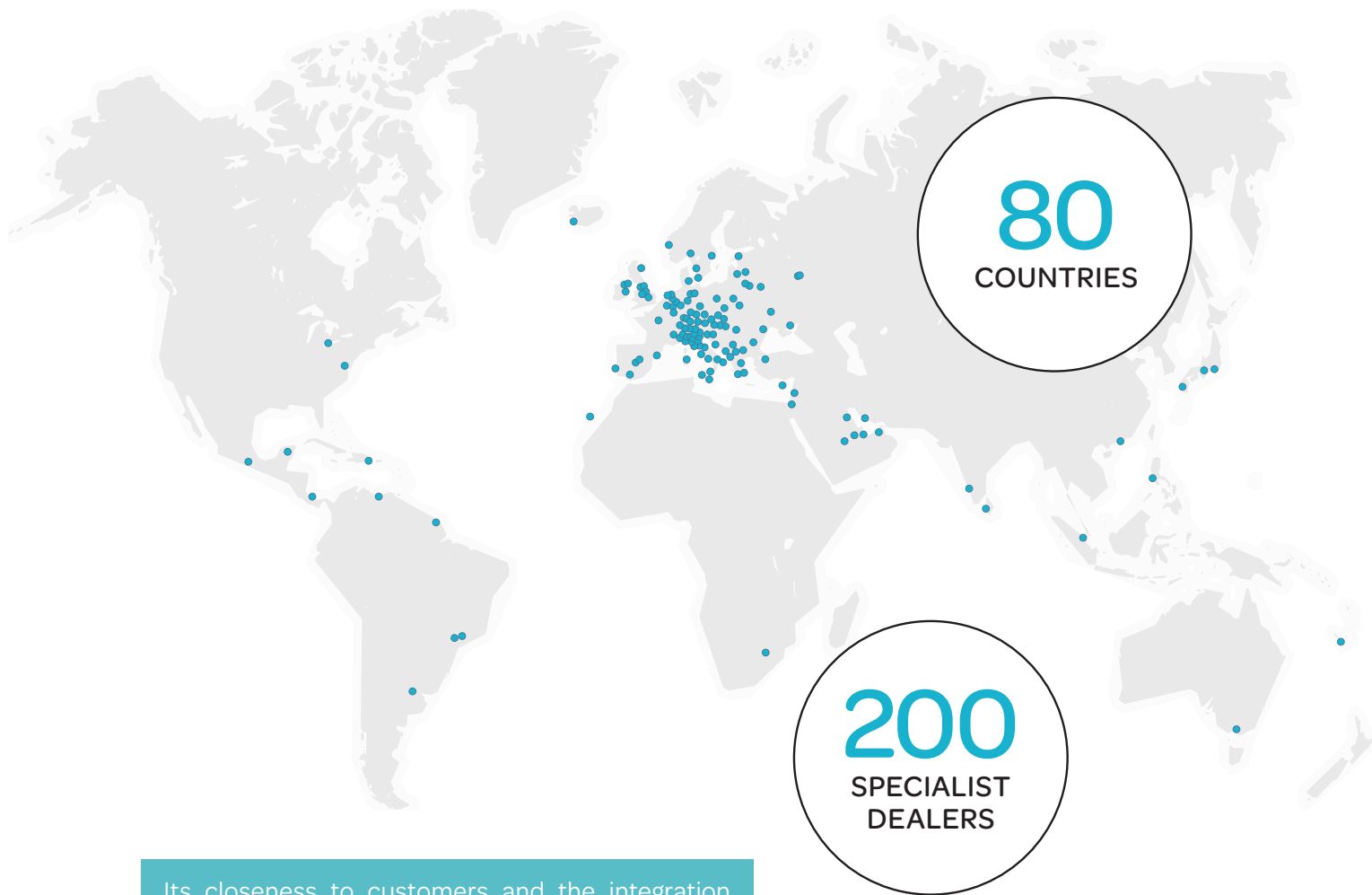
## ECONOMIC SUSTAINABILITY

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## WORLD PRESENCE

The internationalisation process implemented by METALSISTEM is one of the strategic factors that have helped it become a successful company. Throughout its 50-year life, the Company has

constantly strived to expand its commercial network, to be present on as many world markets as possible.

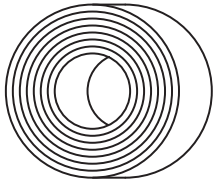
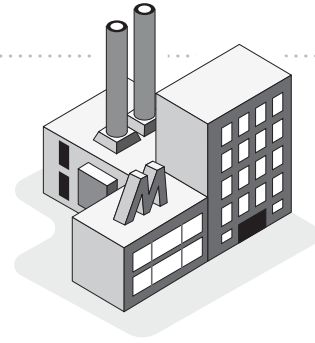


Its closeness to customers and the integration of technical and commercial support tools have allowed the Company to create a robust network of partners and dealers, encompassing 80 countries all over the world.



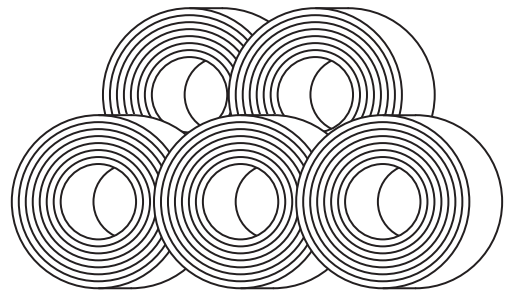


PRODUCTION DATA



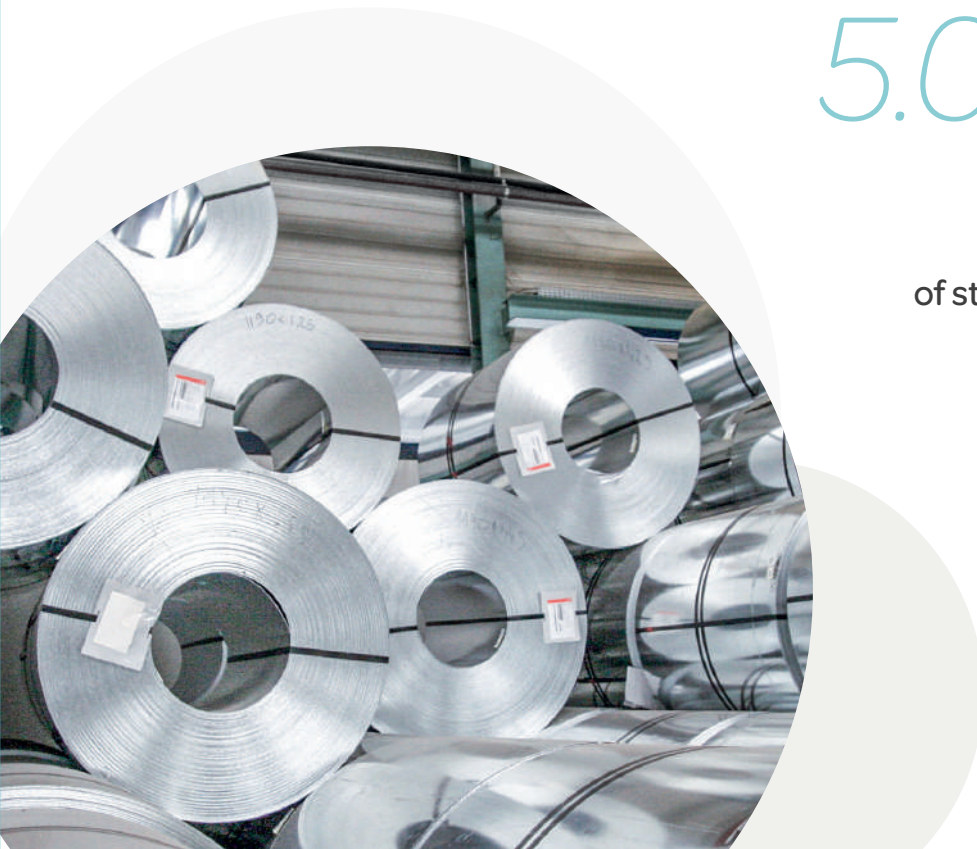
100.000  
ton

of steel processed every year



5.000.000  
ton

of steel processed since 1970

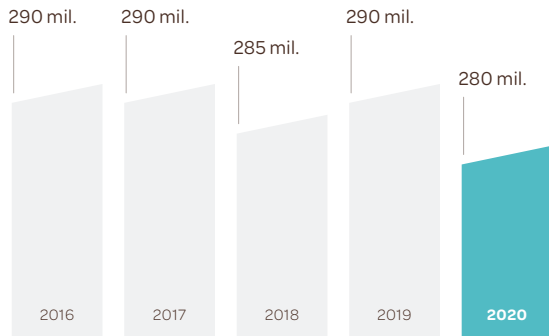




## GROUP FIGURES

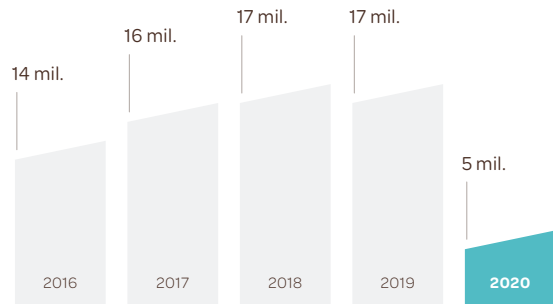
### TURNOVER

Aggregate value data



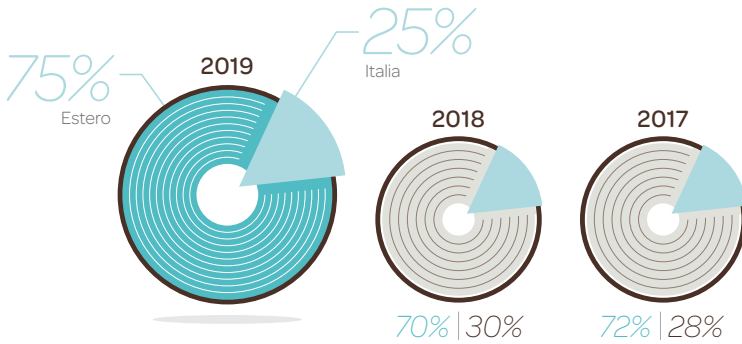
### INVESTMENTS

Aggregate value data



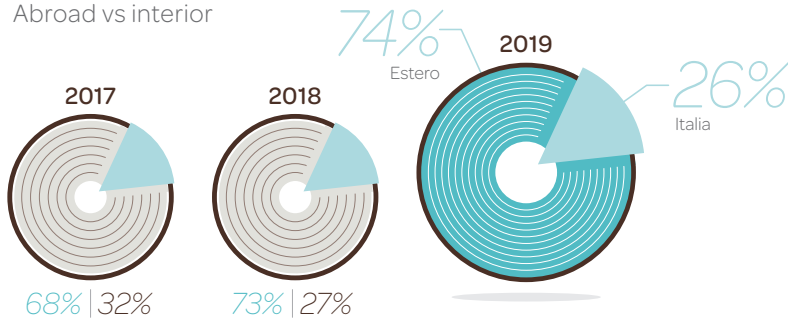
### MATERIAL HANDLING

Abroad vs interior



### RETAIL & SHOPFITTING

Abroad vs interior







## EMPLOYEES

Aggregate value data



## COLLABORATIONS WITH UNIVERSITIES AND SCHOOL INSTITUTES

METALSISTEM welcomes every year about 10 University or high-school students for work placement program.



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## QUALITY: A STRENGTH POINT

Quality is an essential issue in METALSISTEM's philosophy. A condition that is already applied to the purchase of the steel coils from the main world producers.

Only coils made of structural, high-resistance steel, with 3.1 certification according to standard EN 10204, are used for the manufacturing of the METALSISTEM product range.

The raw material is first hot-galvanised according to the Sendzimir procedure, in order to ensure **extra-high resistance and inalterability over time**.

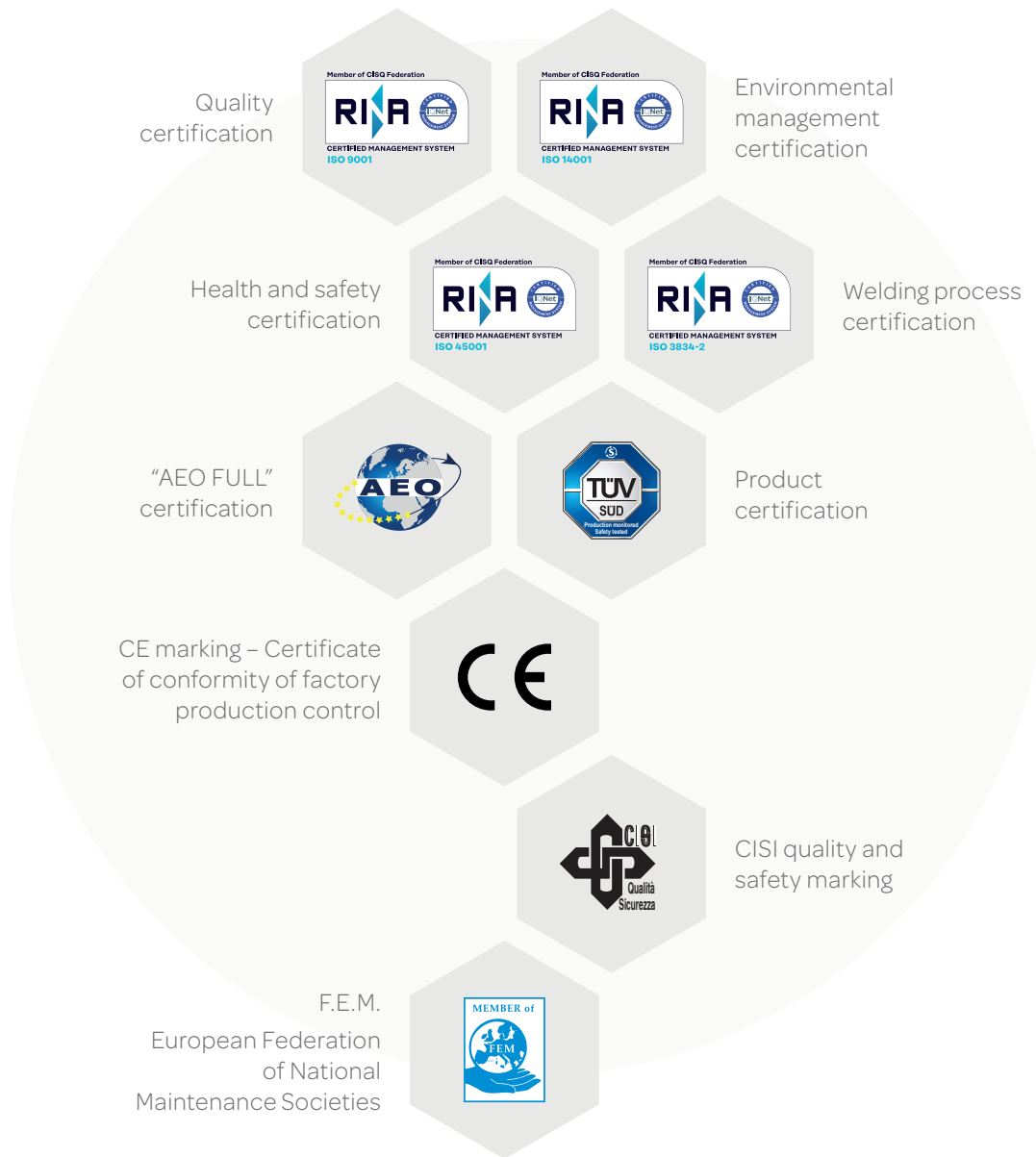
The shelves components are manufactured on automated sheet processing production systems that use one of the most advanced production technologies currently available worldwide.



Development of custom technologies, designed to meet the product needs.



# PRODUCT AND SYSTEM CERTIFICATIONS





## PRODUCTION PROCESS

The METALSISTEM quality is not limited to the choice of the best raw material, but also extends to the production process itself.

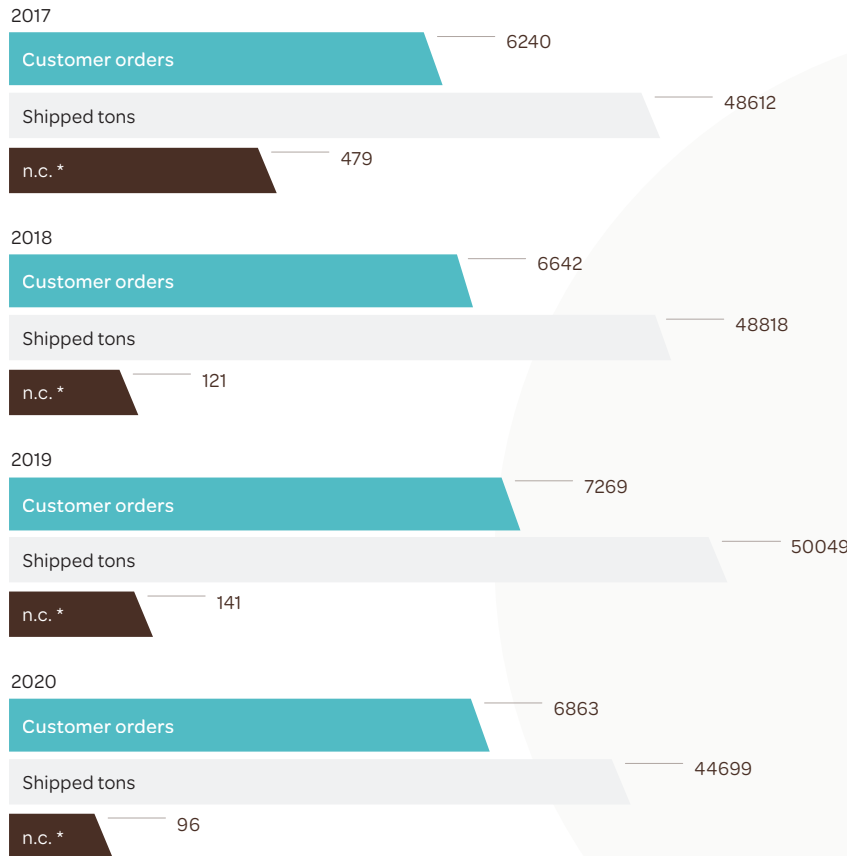
An **efficient quality control system** that can be regarded as one of the pillars supporting the Company business: its implementation is not an easy process; it takes time and commitment, but

it **allows the Company to straight away minimise raw material wasting**, and more importantly to **fully meet the customer standards**.

METALSISTEM pays great attention to each step of the product life process, applying quality control at all stages.

## FAILURE RATE

Ratio between number of orders, amount of shipped material and number of non-conformity



\*Non-conformity



*over  
5000  
controls  
per year!*



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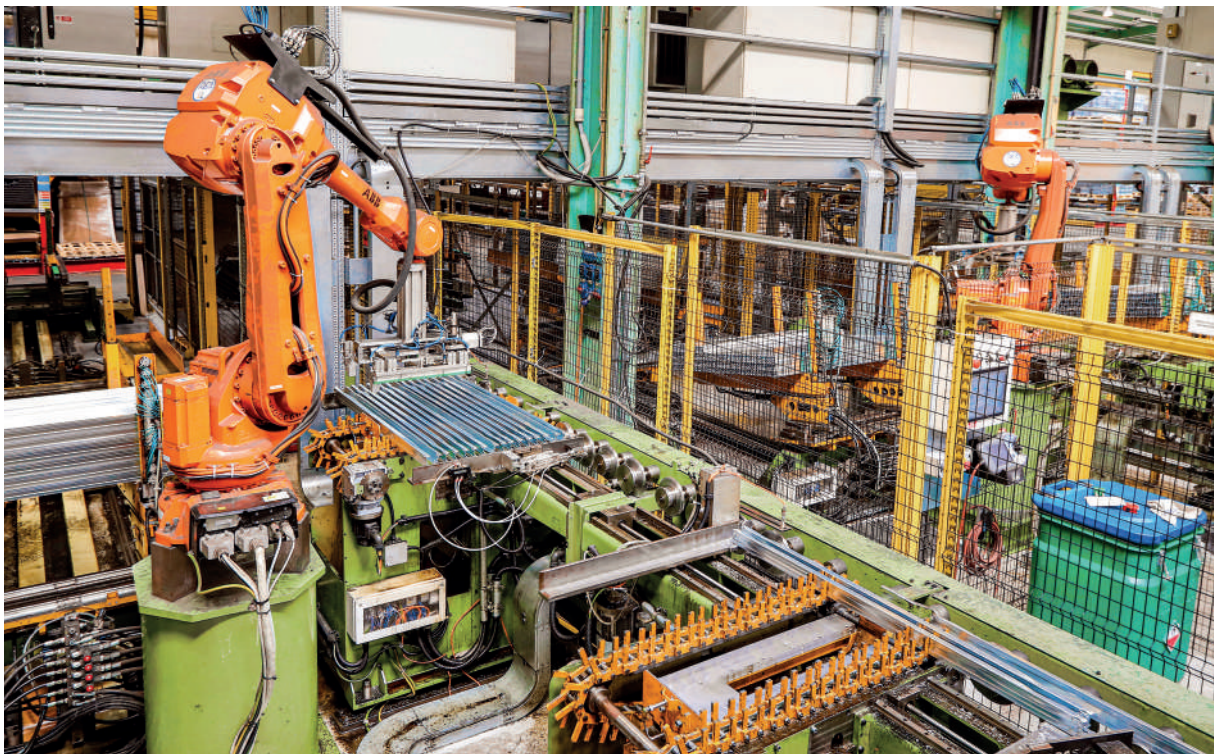
## RESEARCH AND DEVELOPMENT

Another added value provided by METALSISTEM is the **in-house production of machinery**: this allows the Company to manufacture machines that are tailored to fully meet the technical requirements of the product lines.

The ability of METALSISTEM to innovate using its know-how is tightly related to the presence of an

**in-house Study and Research Centre**: the choice to allocate part of the technical staff to product analysis is aimed at **concretely meeting the market needs for innovation**.

*Innovation  
is our driver.*





## METALSEISMIC TEST TOWER

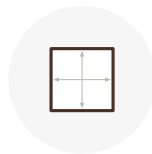
### PERMANENT SEISMIC TESTING LABORATORY

Metalseismic Test Tower, a facility hosting a permanent seismic testing laboratory, within the scope of the “Metalseismic” project.

Research and development of innovative solutions for earthquake-resistant structures.



Height  
**25m**



Square footprint  
**12m x 12m**



Overall weight  
**80t**



Lateral resistance  
**20t**



Maximum axial load capacity  
**1700t | 1700 cars!**

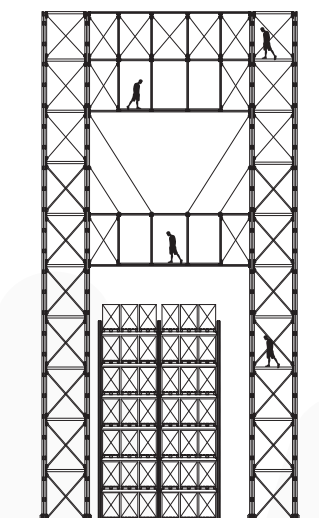


Hung loads up to  
**24t | 1 truck load!**



11 inspection levels with instruments  
**1400m<sup>3</sup>** of space

**METALSEISMIC**  
Test Tower





Now more than ever, the winners are the companies that are able to innovate.







**SOCIAL SUSTAINABILITY**



## SOCIAL SUSTAINABILITY

### METALSISTEM ONLUS FOUNDATION

In addition to the environmental and economic aspects, the last but not least important **pillar of the METALSISTEM sustainability is the focus on social issues: it is in fact essential that a company be aware of its role in a community and take care of the community's health, education and other needs.**

To this purpose we have established the **METALSISTEM Onlus Foundation**, the natural result of a consolidated tradition rooted in the Company past; it is a non-profit organisation related to the Company, established in **2003** and whose purpose is constructively interacting with the territory system - and not only - in compliance with its founding motto:

“Think globally,  
act locally”



The Foundation, the expression of a shared social responsibility journey that is apparent in the Company's everyday operations, is the result of a public spirit which regards entrepreneurship as an heritage that extends to the community, a model of effectiveness translated by corporate logics.

Integrating the economic and social decisions is essential to create value over time; this means considering how a business is managed and nurtured, and how it can generate added value and trigger a virtuous circle which positively affects the whole community.



## AREAS OF INTERVENTION OF THE FOUNDATION

**E**ducational  
initiatives

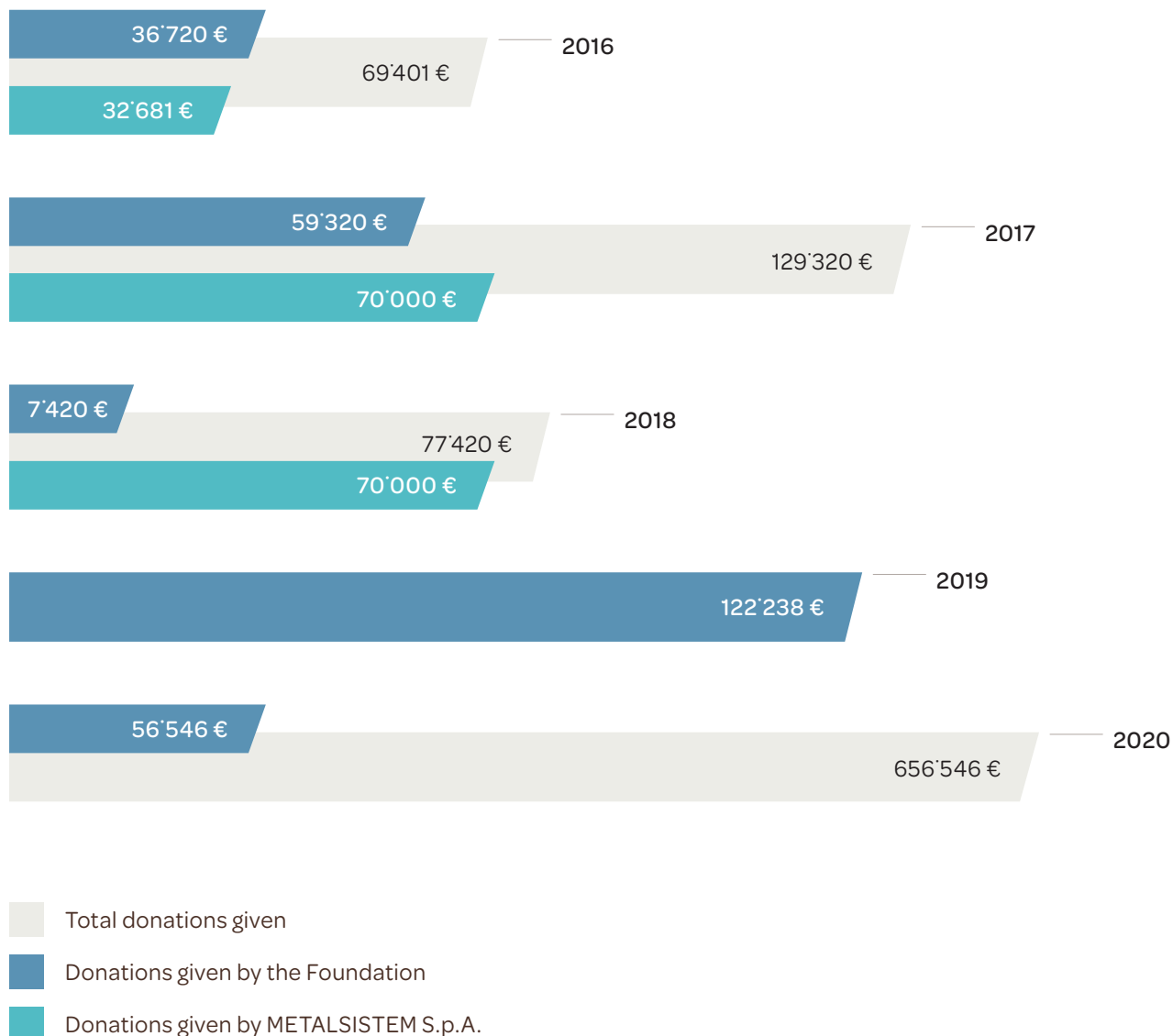
**H**umanitarian  
initiatives

**S**ocial and  
healthcare  
support



## DONATIONS GIVEN

The data refers to the total annual donations, divided into donations given by the Foundation and by METALSISTEM S.p.A.





## 2020 - COVID-19 SUPPORT

During the Covid-19 pandemic, the METALSISTEM Foundation has donated:



20'000

Masks to the nursing homes of the Trento area

In the same period, METALSISTEM Group has donated:



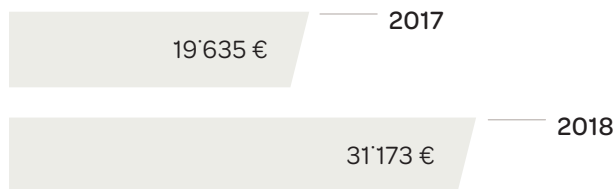
1'000'000 €

To the Health Centre



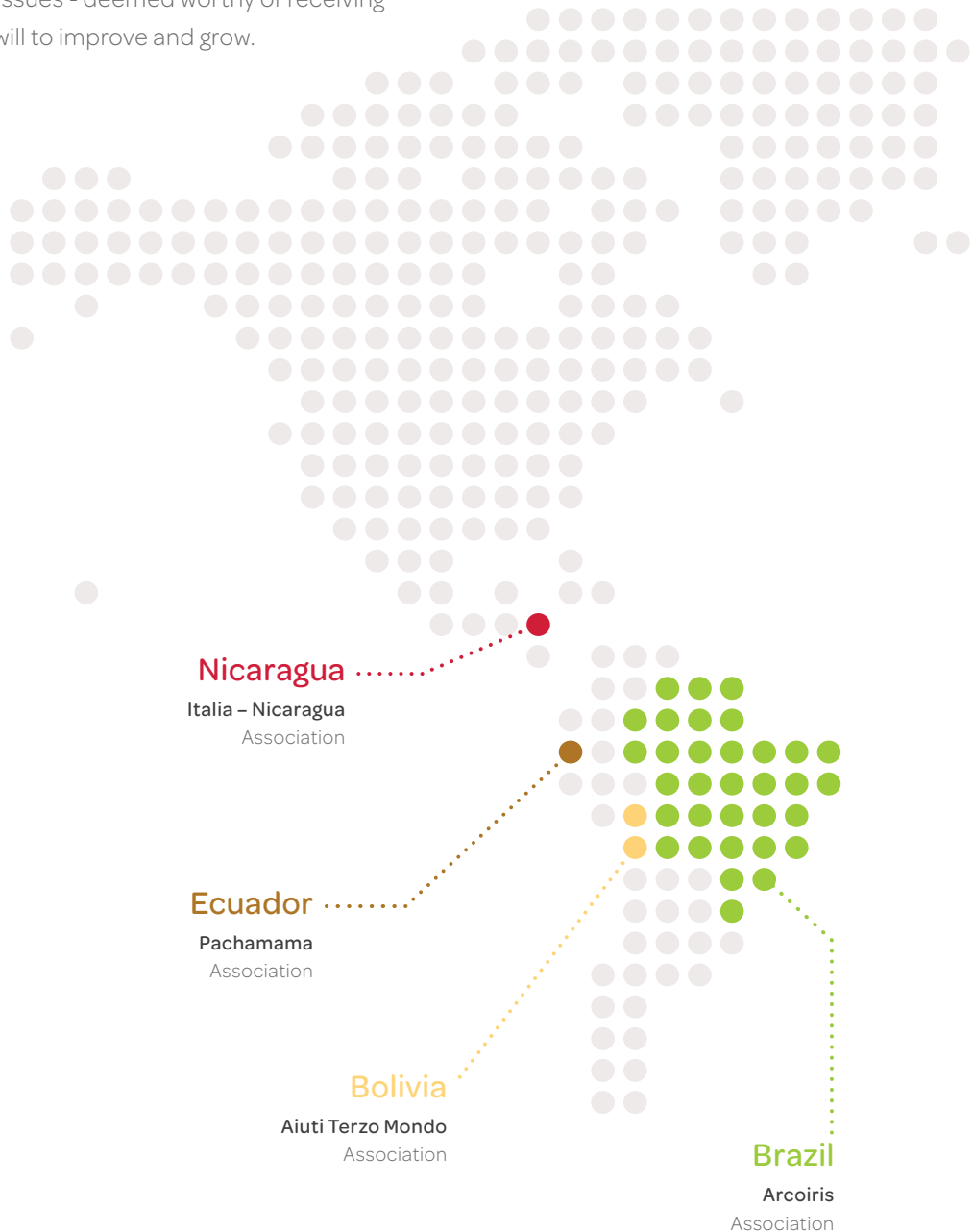
## DOCTORATES FUNDED

In 2017 and in 2018, METALSISTEM funded some University doctorates in Structural Engineering, related to the study and development of components specifically designed for metal shelves.



## THE FOUNDATION IN THE WORLD

Over the years, the Foundation has participated in the implementation of educational and healthcare projects, to the benefit of people - living both close and far away, suffering from physical, economic, environmental or psychological issues - deemed worthy of receiving support for their skills and their will to improve and grow.



Solidale 365 Association  
Ingegneri Oltre Association  
ALMAC Association  
Dal Barba Restaurant Association  
METALSISTEM Paracycling Team Sport Association

Italy

Aiutateci a Salvare i Bambini  
Association

Russia

Burma

Mettawadi Welfare Centre  
Yatanabon Yeiknyein - Monastery Education School  
Eden Handicap Service Centre  
Shwe - Gon - Daing Residential Nursery

Kenya

La Goccia Association  
Servus Association

Mozambique

Mozambique Project  
La Goccia Association

Sri Lanka

Amici di Casa Mihiri  
Association

Cameroon

Promhandicam  
Association du Cameroun

Zimbabwe

Amici Sen. Spagnolli  
Association

## METALSISTEM FOUNDATION ABROAD

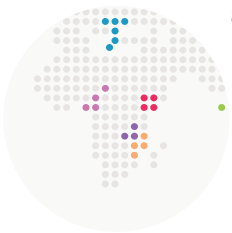


### CAMEROON project

Initially aimed at reducing malnourishment among Cameroon children using mostly local raw materials, it later became a mixed industrial and social project, which specifically led to the construction of a plant with two production lines that are managed according to an “industrial” logic, to ensure its self-sufficiency while preserving its humanitarian and social goal: reducing children malnourishment and the poverty of rural families, exploiting the natural resources of the territory.

**660**  
ton of  
baby-milk  
powder

“Baby food” production line: production of 660 tons of baby-milk powder to be distributed to needy families in Cameroon. To this purpose, we developed a specific recipe to meet the children’s nutritional needs. It was important to create a synergy between the industrial and social aspects, which allowed us to generate a local self-financing mechanism, aimed at supporting employment in the area.

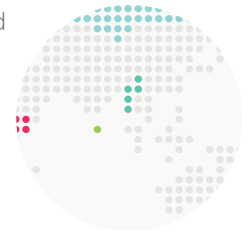


### BURMA project

The initiative was originally launched to provide food and first aid to the 350 children hosted at the Mettawadi Welfare Centre; over time, then, it has evolved, turning into a further-reaching project, aimed at also providing funds and goods to three other facilities, located near Yangon: the Yatabanon Yeiknyein Monastery Education School, the Eden Handicap Service Centre and the Shwe – Gon – Daing Residential Nursery.

The **Mettawadi Welfare Centre** is a monastic centre hosting about 350 school-aged male children from different ethnic groups, some of whom are young Buddhist monks; the facility provides food, boarding and educational activities; it is supported by private funds and by the donation of rice provided by the Social Support Ministry. The general conditions of the centre are poor: children study on the ground, sleep in large common rooms and multiple people use the same bed, there are no toilets and the only food that is always available is rice.

**350**  
school aged  
children



Another recipient of the METALSISTEM Foundation aids is the **Shwe - Gon - Daing Residential Nursery**, a facility hosting orphaned and abandoned babies, most of them sick or anyway requiring a constant support that the facility cannot always provide. Even in this case, children must grow in unhygienic conditions and deprived of their families’ affection.



There are not enough nappies and beds, nor enough clothes to ensure a daily change, and milk is scarce.

In the light of the recurring difficulty to find a reliable local support, goods have always be delivered to the facilities with dedicated journeys, thanks to which the Foundation has been able to supervise the project implementation, as well as to directly purchase in the area what people need.

The **Yatabanon Yeiknyein Monastery Education** is a school founded in 1992, hosting boys and girls that did not take the habit. Education is provided by the Buddhist monks, while every aspect of the everyday life organisation is managed in collaboration with the oldest kids. Even in this case, hygiene is really poor and the school does not even have a sewer system.

The **Eden Handicap Service Centre**, founded in 2000, is a daily reception centre for children aged up to 18 suffering from physical or mental disabilities, funded by private donations and by an Italian NGO that provides minimal technical and financial support to the centre.

As the rate of disabled children tends to be very high in Burma, it was clear from the start that another support centre was required. The peculiarity of the Eden Handicap Service Centre is its double aim: on one hand, improving the standard of living of the children, providing love and specialised care, helping them understand that there is a positive aspect in life and teaching them to be confident; on the other hand, exporting this model to outside the facility, raising awareness of the issues related to disability within the community, to foster inclusion.



### Support to the **PROMHANDICAM ASSOCIATION DU CAMEROUN**

The Association, based in Yaounde, mainly helps people suffering from physical disabilities, from both the city and the surrounding villages.

The METALSISTEM foundation undertakes to provide support to a different child every year, by promoting:

- social, economic, cultural and sport inclusion initiatives;
- education of blind or visually impaired, tetraplegic and deaf-mute children;
- vocational training;
- community rehabilitation.





Support to the **AMICI DI CASA MIHIRI Association**

The **Casa Mihiri facility in Burma** hosts school-aged girls, taken care of by the founder Lorenzo Bocci and by the local staff, that jointly manage the group home, both internally and for the relations with local authorities (Juvenile Court and

Social Care). Thanks to the yearly contribution by the Foundation, the facility also includes a kindergarten, inspired by the Montessori method, that hosts **30 children** 30 young pupils.

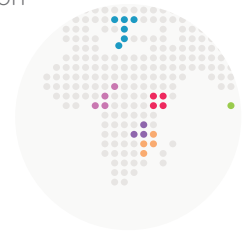


Support to the **AMICI Sen. SPAGNOLLI Association**

A non-profit organisation established in 2000, participating in international projects that provide aid and support to particularly poor areas, mostly located in Africa. The Association's activity focuses on the public collection of funds for the construction of healthcare facilities, on resource coordination and on the shipping of materials.

The main completed projects include:

- the construction of a hospital in Mutoko – **Zimbabwe**;
- the boarding school for professional nurses;
- the supply and shipping of drugs and hospital consumables;
- basic necessities.



Support to the **MOZAMBIQUE Project**

Through the installation of a factory for the production of rubber soles, this project plans to employ 300 young students that every year graduate from four vocational schools located near the city of Dondo, managed by Comboni missionaries.

The Foundation has contributed **300 boys** to the project operation and implementation, always trying to get across the belief that by helping developing Countries to believe in their potential we can start a self-sustaining growth system, by which a profit-making company attracts other companies, thus creating wealth for the area.

**300**  
boys





### Support to the PACHAMAMA Association

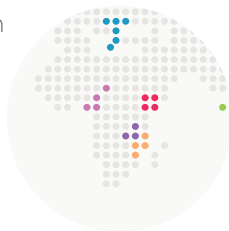
“At school to change” - this is the meaningful name of a simple but concrete project designed to share and support the education of some young pupils studying at nursery schools in the Canton Cayambe, in **Ecuador**, who are too often forced to abandon their studies due to the financial difficulties of their families.



### Support to the LA GOCCIA non-profit Association

The Foundation has allocated several contributions to the “La Goccia” non-profit organisation, to support various projects: purchase of Christmas gifts for its partners, provision of financial support to the Estaquinha, Mangunde, Barada and Machanga missions in **Mozambique**, as well as funding of the construction, in the province of Beira, of schoolrooms, a library, rooms for local teachers and a student dining hall, within the context of a broader multi-year reconstruction project.

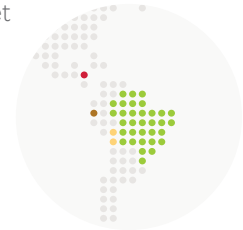
**Kenya** – purchase of a piece of land for the construction of a house that will host street children, in cooperation with young graduates that were former street children themselves and with some educators.



### Support to the ARCOIRIS Association

The Foundation has contributed to support, in 2017, the street children hosted by the ARCOIRIS Halfway House in Itamaraju (Bahia – **Brazil**).

The donation allowed the association to provide food, boarding and education to the children hosted in the facility. Through individual education plans, orphans or children with complicated backgrounds can grow and receive training; this will later allow them to become productive members of the society and to get an employment.



### Support to the SERVUS Association

Thanks to the aid of the METALSISTEM Foundation, the “Servus” Association granted a scholarship, for the school year 2018-2019, to a female student of the Witu college, in **Kenya**.



### Support to the **ITALIA – NICARAGUA Association**

Over the years, METALSISTEM has contributed to improve the living standards of 30 children hosted at the Waslala Early Childhood Centre in **Nicaragua**, and followed by the Association, as regards both their academic performance and the management of social and civil relationships.



### Support to the non-profit **Association AIUTATECI A SALVARE I BAMBINI Onlus**

The contribution from the Foundation has been used to give real hope to the young patients of the Russian Paediatric Clinic in **Moscow**, supporting the competent institutions and the families in the purchase of particularly expensive equipment and drugs.



### Support to the **AIUTI TERZO MONDO Association**

The “La Sonrisa” centre, in **Bolivia**, hosts women and children suffering from severe poverty and marginalisation. The Foundation has paid the medical costs of the treatment of a little girl suffering from cleft lip and cerebral palsy, and of a young boy suffering from neurofibromatosis, forced to undergo continuous and expensive multi-specialist medical tests.



The Foundation has also provided important financial support for the management of the Covid-19 pandemic, i.e. for the purchase of personal protection equipment, multivitamin complexes and new infirmary equipment.

## METALSISTEM FOUNDATION IN ITALY



### Support to the non-profit organisation **ASSOCIAZIONE SOLIDALE 365 Onlus**

The METALSISTEM Foundation has supported the “Aiuto compiti” project, for the children of immigrants from outside the European Union. The donated sum has been used for the purchase of the teaching material.



### Support to the **ALMAC Rovereto - Aiuto alimentare Association**

Throughout 2021, the Foundation has decided to support the “Almac Association” – an organisation based in Rovereto that provides free meals to the about 250 families that the competent Welfare Services department has identified as in need of support.

**250**  
famiglie



### Support to the **INGEGNERI OLTRE Association**

Ingegneri Oltre is both a non-profit organisation and an NGO, established in 2002 by a group of founding members, including the METALSISTEM Foundation, that for many years have been operating, nationally and internationally, in the fields of design, building, industrial production, services and voluntary work. It is a fully apolitical and atheist association; it doesn't only export technologies and build stuff, but it does much more, turning each project into a meeting between different peoples and cultures - hence the name **Ingegneri OLTRE - Organizzazione Lavoro Tecnologie Relazione Esperienza** (organisation, work, technologies, relationship, experience).



**LOCANDA DAL BARBA**  
**A barrier-free restaurant**

The “Locanda Dal Barba” is a cooperative, a company innovatively combining entrepreneurship and social commitment, with a definite aim: supporting the social inclusion of young men and women suffering from neurodevelopmental disorders and vulnerable people, through catering, as stated on the website of the cooperative:



«The vision guiding the activities of the cooperative, therefore, is promoting – first and foremost within the community, but also with a larger audience – a culture of daily coexistence, positive and supportive, between individuals each having their different characteristics».

«The experience allows our members to develop abilities and learn specific catering skills, and helps them strengthen their self-esteem, as well as their self-awareness and the awareness of the importance of always having a positive relationship with their colleagues and customers».<sup>4</sup>

<sup>4</sup> [www.locandadalbarba.it](http://www.locandadalbarba.it)

The mission of the METALSISTEM Foundation nicely fits the aims of the “Locanda Dal Barba”; that’s why the foundation has spontaneously provided support to the project, to ultimately help it become self-sustaining.

Thanks to the support provided by the Foundation, the Cooperative has been able to keep running without worries, but also to reinvent itself through new educational/social initiatives, including:

- the possibility to cook and deliver meals on wheels to people in need or homeless people, allowing the young men and women to play an active role in a unique aid and social inclusion project;
- start producing fresh pasta and biscuits, prepared using local high-quality ingredients, according to the logics of the artisan culture.



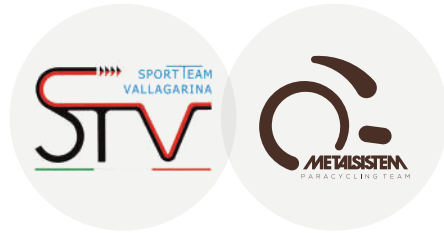


**METALSISTEM PARACYCLING TEAM**

Sport and social activities promote the sharing of important human values, the same that clearly inspire the sport association “ASD Disabili Sport Team Vallagarina”, but also the Foundation.

Since 2020, in fact, this paracycling project has been added to the portfolio of initiatives aided by the Foundation; in detail, this sport association is committed to promoting activities for people with reduced mobility, mainly focusing on para-cycling, regattas, swimming, table tennis, curling, etc.

It is a social partnership that dated back to before 2020, the year in which the Foundation decided to strengthen the existing link by fully sponsoring the association and officially creating the METALSISTEM Paracycling Team.



August 2020 - Thanks to the contribution of the METALSISTEM Foundation, the “ASD Disabili Sport Team Vallagarina” participated in a 200 km relay race aimed at supporting the paralympic champion Alex Zanardi.

MAKE  
A DONATION,  
YOUR AID  
IS IMPORTANT!

[www.metalsistem.com/foundation](http://www.metalsistem.com/foundation)



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Filiale di Rovereto (TN)



**E-mail**  
[Fondazione@metalsistem.com](mailto:Fondazione@metalsistem.com)





Amici di Casa Mihiri Association





A Company  
made  
of people



## SOCIAL SUSTAINABILITY

### THE HUMAN CAPITAL

With a staff of almost **300 employees**, we can say that METALSISTEM is a company made of people. People are an integral part of the company and play an essential role in business development, as they are part of the economic capital of the company: that's why they must be valued, protected, encouraged to work and properly oriented to the brand.

Directly or indirectly, a company is responsible for the well-being of many people; METALSISTEM is committed to promoting an **economic growth** that is **sustainable** and capable of ensuring a **safe work**

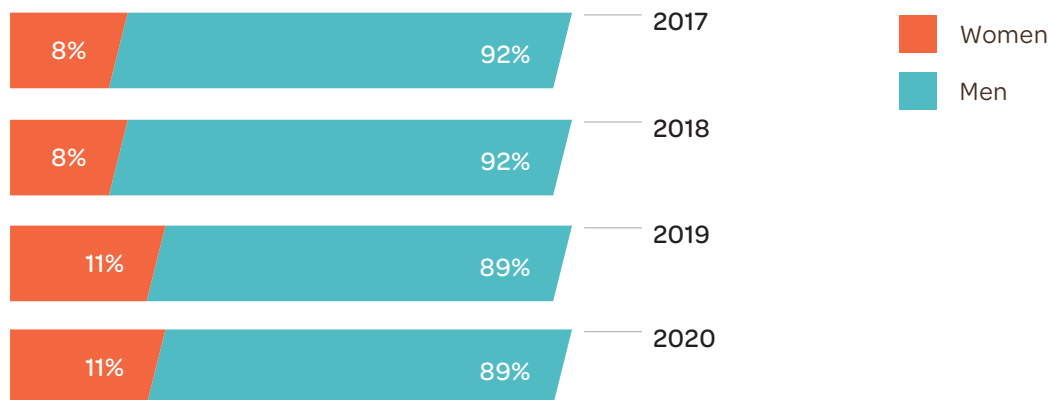
**environment**, through several tools:

- transparent management of the regulatory, economic and trade union aspects of employment relationships;
- promotion of a **fair work environment**, in **compliance with the principles contained in the company code of ethics**;
- ensuring a safe work environment.

The following data refer to the METALSISTEM's work force and to the related actions implemented by the company.

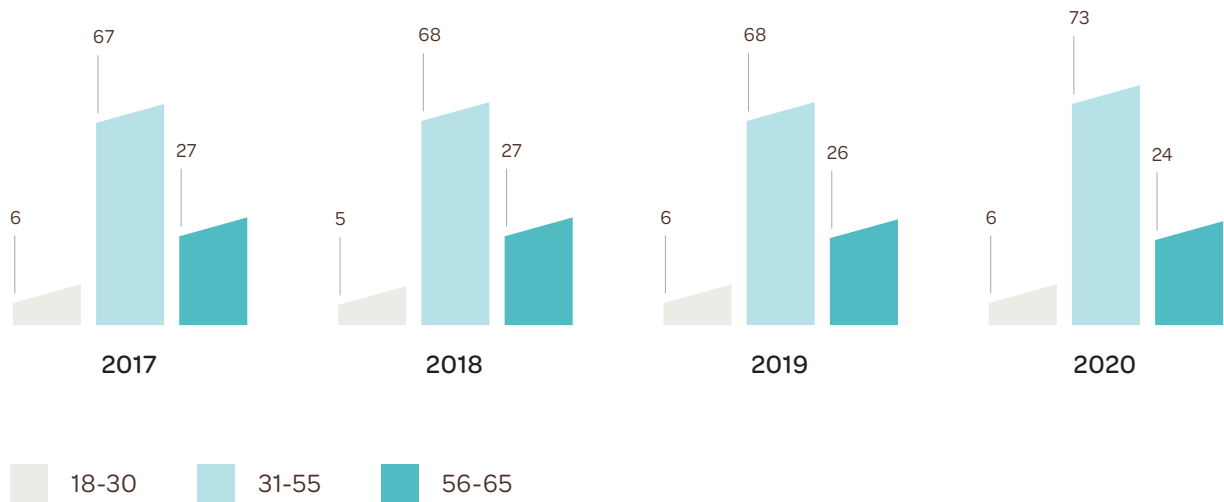
## EMPLOYEES BY GENDER

Employee gender percentages, calculated by referring to a four-year period



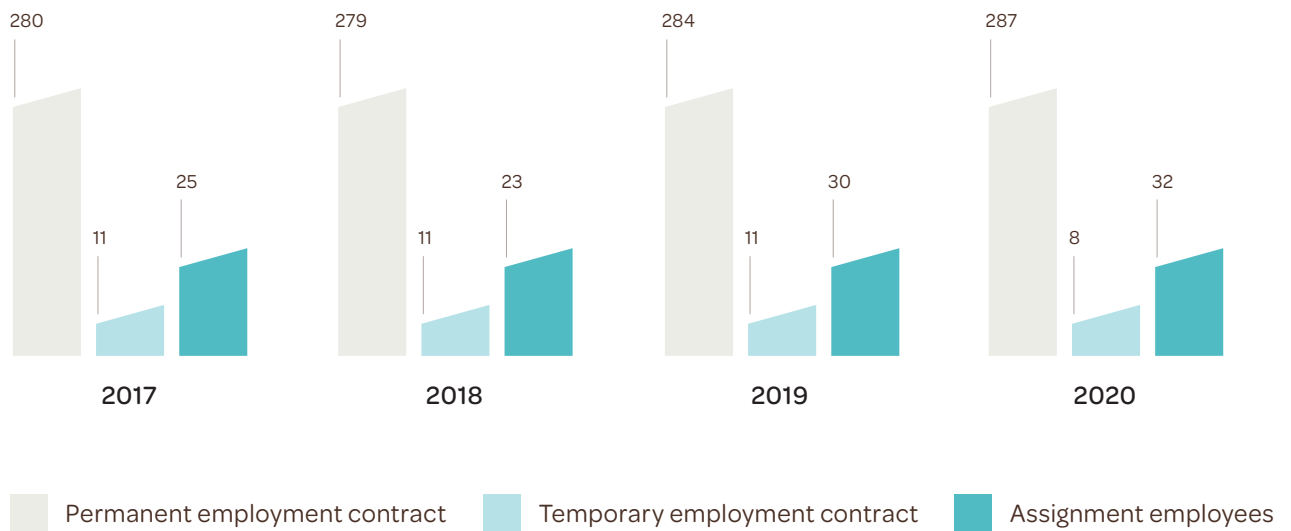
## EMPLOYEES BY AGE

Age brackets of METALSISTEM employees, for the period 2017 - 2020



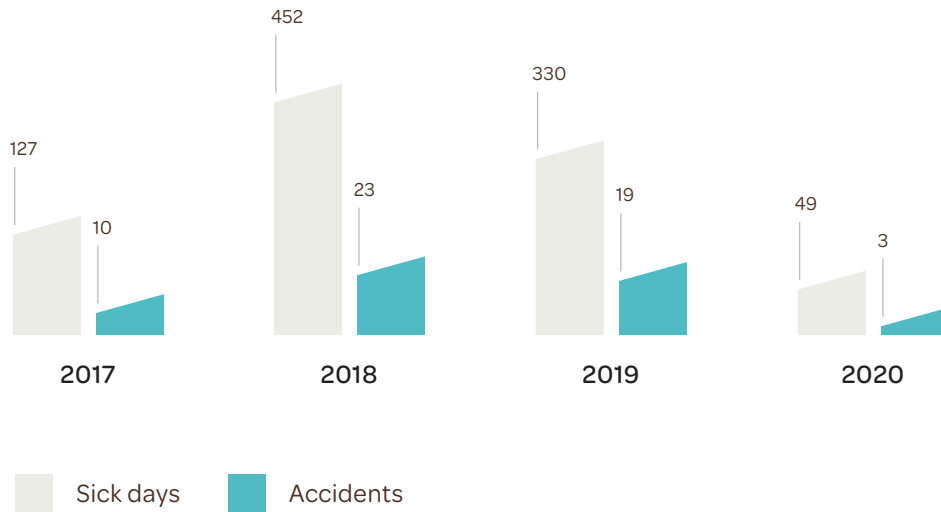
## EMPLOYEES BY EMPLOYMENT TYPE

Employment type for METALSISTEM employees, for the period 2017 - 2020



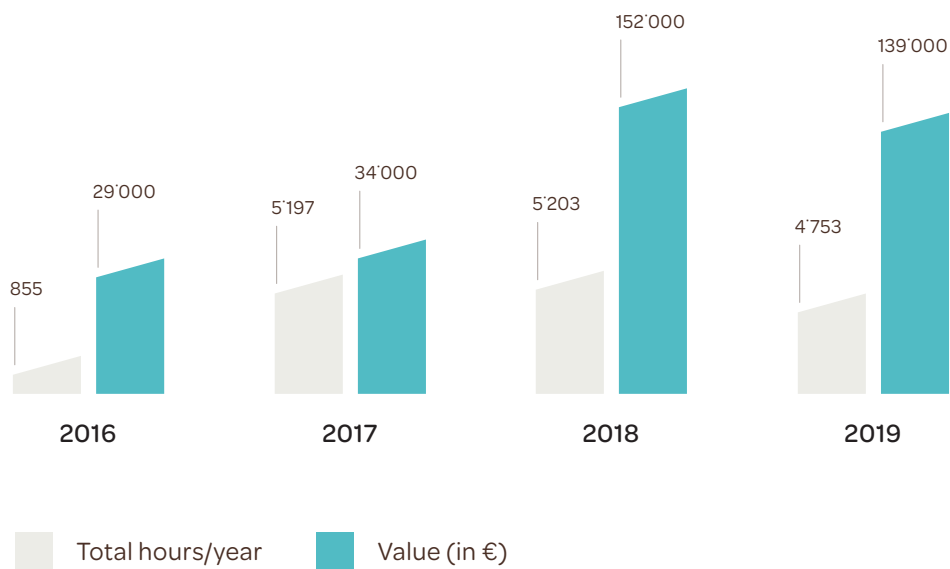
## ACCIDENTS AND OVERALL SICK DAYS

Yearly report on accidents/sick days, for the period 2017 - 2020



## EMPLOYEE TRAINING ACTIVITIES

Yearly reports on training hours - value in €, for the period 2016 - 2019





## INITIATIVES IMPLEMENTED BY METALSISTEM FOR EMPLOYEES



### Welfare Card

Provision of a supermarket voucher as a company welfare bonus



### Metasalute

Adhesion to the Supplementary Healthcare Fund for mechanical industry workers



### Corporate gym

500 m<sup>2</sup> devoted to fitness, with wellness centre, squash court and reading room, for employees and their family members, to promote healthy lifestyle, team building and aggregation



### Production reward

Performance-related reward granted to employees according to specific shared corporate parameters, both collective and individual



### Protection of pregnant workers

L.D. 26/032001 n.151, specific assessment of the risks a worker can be exposed to during her pregnancy and the first months of breastfeeding



### Covid-19 benefit and insurance

In early 2021, METALSISTEM granted a Covid-19 benefit as a concrete financial aid to the families of its employees, and set up a special insurance coverage in case they should get infected and be hospitalised









## ENVIRONMENTAL SUSTAINABILITY



## ENVIRONMENTAL PERFORMANCES

One of the drivers of METALSISTEM's competitiveness is its **green soul**: successfully developing an **environmentally friendly business model** truly is an important goal for a company operating internationally; this, in fact, means being aware of one's role and responsibilities.

METALSISTEM reinforces its leadership every day even through the implementation of sustainability actions helping to **protect Earth**.

The METALSISTEM products are based on an environmentally friendly idea, ensuring no resources are wasted:

- **durability over time thanks to the galvanised finishing**;
- **modularity of the structures**, consisting of independent components that can all be replaced individually.

METALSISTEM operates in compliance with the **ISO 14001:2015 Environmental Management System**, a voluntary tool allowing it to monitor the production process, in order to improve the environmental performances.

*With its daily actions,  
a green company  
contributes to create  
both economic and  
environmental value.*

Member of CISQ Federation



CERTIFIED MANAGEMENT SYSTEM  
**ISO 14001**



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## SELECTION AND REUSE OF RAW MATERIALS

**Recycling** is the simplest and most effective way to try having a positive impact on environment health. With this in mind, **METALSISTEM uses remelted structural steel from scraps and recycles the steel processing waste**; this way it prevents excessive mine exploitation and contributes to promoting a **circular economy**.

Recovering scrap steel, in fact, allows the company to obtain high-quality material, saving ore handling, energy and territory.





## PRODUCTION PROCESS

Being aware of the importance of the impact an enterprise can have on the surrounding environment, METALSISTEM has focused from the start on **reducing the emissions generated by the production process**.

Today, the same careful foresight has led the Company to focus almost entirely on galvanised products, **minimising welding and painting**; this choice allows it to **eliminate the emissions into**

**the atmosphere and into water and to reduce gas consumption.**

A sustainable production process, in addition, meets the needs of all customers, who increasingly care about the environmental impact of industrial production.

Even rainwater is recovered and used to serve a modern firefighting system.

## WATER CONSUMPTION

Litres of water drawn from aqueducts and pits

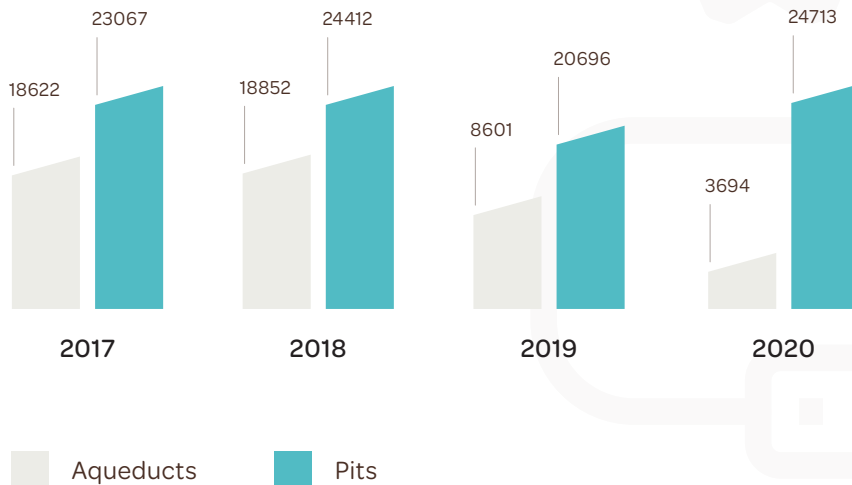




Photo by Luca Bravo on Unsplash



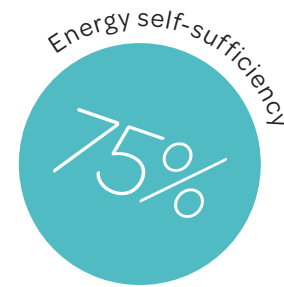
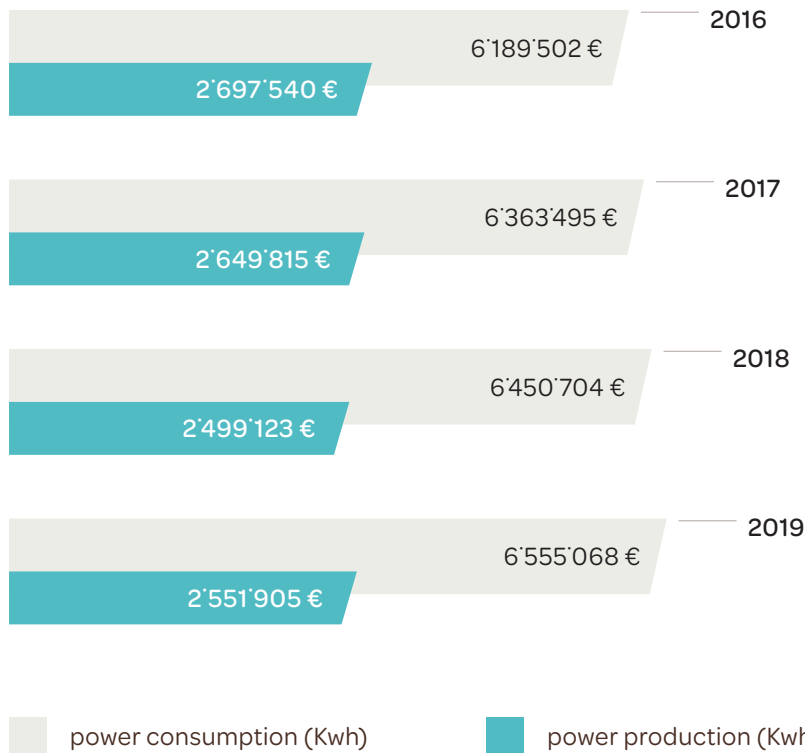
## ENERGY SELF-SUFFICIENCY

By choosing to use **renewable resources** for its core business, METALSISTEM sends a very clear signal to its customers and stakeholders, staying true to its commitment to sustainability.

**METALSISTEM's energy self-sufficiency rate is as high as 75%: an incredible result, made possible by the 12'000 solar panels installed on the roofs of the Company plants.**

**38'677 square metres covered by the panels, 2'900 Mwh produced every year: 1'622 less tons of carbon dioxide!**

These are the hard figures of a self-sufficiency model with ZERO environmental impact, capable of providing a significant contribution to the fight against climate changes.





**2'747**  
Power  
(kW)



**2'900**  
Produced energy  
(MWh/year)



**12'000**  
Panels  
(235/240 W)



**168**  
Inverters



**38'677**  
Surface  
(m<sup>2</sup>)



**75%**  
Energy  
self-sufficiency



Photovoltaic panels installed on the headquarters roof



## PROPER WASTE MANAGEMENT AND REDUCTION

**Proper waste disposal** is certainly one of the most useful ways to avoid saturating landfills, and more importantly to recover the raw materials they are composed of.

Properly disposing of waste means committing ourselves to saving Earth's natural resources, and caring about our future; recycling, in addition, drastically reduces the amount of waste, air and water pollution, and allows energy to be saved.

*Since 2009, the year in which it has obtained the ISO 14001 environmental management certification, METALSISTEM has increased the number of waste types it disposes of separately, from 9 to 46.*







## PLASTIC REDUCTION

“ A global crisis like that fuelled by plastic requires a global response [...].

*If no measures are taken, by 2050 the world seas will contain more plastic than fish, and the Mediterranean Sea is a trap area for it, with record levels of microplastics pollution threatening marine life and human health.*

*95% is the percentage of plastic contained in the waste chocking out the habitats and species in the Mediterranean Sea; 1.25 million fragments per sq. km, instead, is the record concentration of microplastics; over 90% of the damages caused by our waste to wildlife is due to plastic.<sup>5</sup>”*

WWF wrote this in a statement in 2019 – this is a further proof that the issue of plastic consumption and pollution concerns everyone of us.

The industrial sector, in particular, can significantly contribute to reducing the levels of pollution caused by plastic materials.

That’s why METALSISTEM has chosen to directly help out this cause by promoting a **responsible use of plastic in its offices and production sites**, and providing the staff with reusable metal bottles and water distributors.

**The Company, therefore, encourages this good practice, aimed at reducing the amount of waste packaging generated by the consumption of bottled mineral water, thus choosing to greatly limit its use in its work sites.**

<sup>5</sup> <https://www.e-gazette.it/sezione/imballaggi/wwf-lancia-campagna-arrivare-accordo-internazionale-plastica>





## SUSTAINABLE USE OF PAPER

METALSISTEM's commitment to environment protection translates into daily actions that, though apparently negligible, yield significant results in the long term, in order to promote a **more sustainable paper consumption**.

METALSISTEM, in fact, actively contributes to protecting this resource, with **proper paper separation and by exclusively using 100% recycled paper bearing the official Ecolabel<sup>6</sup>** in its offices.

In addition, companies that ensure their mission meets the general environmental sustainability

requirements contribute to an informed and responsible consumption of paper, while also achieving clear energy savings.

The same applies to the initiatives aimed at dematerialising the internal corporate procedures, that certainly allow more paper resources to be saved.

*Digitalisation  
is the way  
to go!*



---

<sup>6</sup> The EU Ecolabel criteria provide exigent guidelines for companies looking to lower their environmental impact and guarantee the efficiency of their environmental actions through third party controls. Furthermore, many companies turn to the EU Ecolabel criteria for guidance on eco-friendly best practices when developing their product lines.






*The recycling rate of paper and cardboard in Italy reaches 81%, close to the targets set out by EU for 2030 (85%).*

*Even METALSISTEM will make its contribution.*



Photo by Alex on Unsplash

## 2023 GOAL PLAN

GOAL	OBJECTIVE	ACTION	UNDER WAY	TO BE STARTED	TARGET
	<b>consolidating the compliance and sustainability governance within the company</b>	implementing periodic Stakeholder Engagement actions on sustainability to be able to share projects that can help creating shared values.		♥	2023
		raising the awareness of the employees as to the issue, and proactively involving them		♥	2023
		ensuring that the issue of sustainability is integrated into the corporate processes and management	♥		2023
		implementing an awareness-raising/training programme to spread the “culture” of sustainability, strengthening its communication both internally and to the outside		♥	2023
		communicating on a three-yearly basis the sustainability performances of the company		♥	2023
   	<b>reducing the environmental impact on the territory</b>	introducing a mobility management program		♥	2023
		increasing the energy efficiency of the photovoltaic system	♥		2023
		assuring the continuous improvement of the environmental management system	♥		2023
		quantifying and reducing the carbon footprint of the company	♥		2023
		promoting dematerialisation through concrete initiatives	♥		2023
		ensuring the protection of the ecosystem and of biodiversity	♥		2023

GOAL	OBJECTIVE	ACTION	UNDER WAY	TO BE STARTED	TARGET
	<b>promoting the development of the Human Capital and the well-being of people</b>	implementing a “healthy living” programme to promote healthy lifestyles among employees		♥	2023
		assuring the refreshment and development of staff cross-disciplinary skills	♥		2023
		maintaining and implementing the welfare initiatives	♥		2023
		improving or implementing the monitoring of employee satisfaction		♥	2023
		strengthening the measures aimed at ensuring gender equality		♥	2023
	<b>promoting excellence and innovation in the reference market</b>	introducing or improving measures aimed at monitoring customer satisfaction		♥	2023
		investing in the development of innovative technical solutions and promoting collaboration with external research institutions	♥		2023
	<b>improving health and safety at work</b>	assuring the continuous improvement of the safety management system	♥		2023
		promoting the safety culture with training and awareness-raising programs for employees	♥		2023
	<b>promoting a sustainable supply chain</b>	preferring a purchasing chain that is as sustainable as possible		♥	2023
		involving suppliers and raising their awareness as to the issue of sustainability		♥	2023
		preferring local suppliers, where possible		♥	2023
	<b>promoting the development of the local community</b>	organising social inclusion and training initiatives to promote the development of the local community	♥		2023
		identifying the economic / social / healthcare needs of the local area	♥		2023







The mark of  
responsible forestry

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Available for download on the site [www.metalsistem.com](http://www.metalsistem.com)

