

Sustainability Report

2023/24

We build the future with responsibility. This report is a reflection of our commitment to a world with more justice, humanity and sustainability.

The logo for EVAMA, featuring a stylized 'E' composed of three horizontal bars, followed by the letters 'VAMA' in a bold, sans-serif font. The logo is white and positioned against a background of a clear blue sky and green foliage.

EVAMA

Information about the report

Information about the report
VAMA INDUSTRIAL has reported in accordance with GRI standards for the period of January/2023 to December/2024 according to **GRI 1: Foundation 2021**.

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Written by Ascia ESG Consulting

Responsible technician: Fernanda do Nascimento Stafford

Layout: Kaíque Correa Alves

Reviewed and approved: Thaís Cidral da Costa

Contact: thais.costa@vama.com.br

Message from management



In the forefront of a sustainable future

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The publication of this Sustainability Report consolidates Vama's strategic commitment: Positioning ourselves in the forefront of ESG actions that are consistent with our segment and size. This document not only details our performance, but also highlights our ambition of leading by example, transforming challenges into opportunities for innovation and responsible growth.

This report perfectly mirrors our moment of transformation, driven by the new identity and positioning launched in 2024, that elect sustainability as an integral pillar of our strategy. We acknowledge that being in the forefront is not a destination, but a continuous journey, which demands transparency, constant learning and boldness.

By publicly sharing our data, goals and initiatives of the period between 2023 and 2024, we reaffirm not only our commitment to precision and clarity, but also our determination to remain measurable and accountable to society. This document serves as an initial milestone and a solid basis to accelerate our journey of decarbonization, social value and corporate governance of excellence.

We will keep advancing consciously and determinedly, focused on innovating our processes, engaging all of our chain of value and continuously elevating our socioenvironmental performance. Thus, we reiterate that the search for sustainability is not a parallel agenda but the essence of the identity of Vama and the foundation for the future we are building.

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Information about **Vama** Industrial

We are Vama Industrial, founded in 1988 in Joinville, Santa Catarina, one of the biggest and oldest tooling manufacturers in Brazil. In these 40 years of business we have grown and specialized in injection mold and precision machining. We are a benchmark in serving the automobilistic and oil and gas sectors and we have a 20,000m² production facility, including 8,000m² of built-up space.

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MISSION

To offer complete solutions in tooling from processes that apply cutting-edge technology and innovation to meet not only the project requirements but the expectations of our clients regarding our impact on the planet and to people.



PROFILE

VISION

To be a leader in complete solutions from the development to the final delivery of the product, specially to the automobilistic and oil and gas sectors.



VALUES

INNOVATION AND COMMITMENT:

We are always seeking to improve our deliveries, this is why we invest in innovation and technology, so that our projects can meet our clients expectations in an increasingly efficient and assertive manner.

Our genuine commitment happens day-by-day.

RESPECT AND COLLECTIVITY:

We are respectful in all of our relationships and we recognize the impact our work has on various other industries. For this reason, we value good relationships - from our internal interactions with employees to our client service, which has been strengthened over the years.

GROWTH AS AN IMPULSE FOR ALL:

As a company we have the ambition in becoming the best we can be, not only in size but especially in quality, performance and commitment with our clients. Also with our employees, who we want to grow with the business, in a fair, prosper and responsible environment.

Our History

Founded in 1988, the company was led by Osny Cidral da Costa Filho from 1991. The first headquarters was in the Saguacu neighborhood, in Joinville (SC) and hired only eight employees, who worked in the production of small lots of pieces to companies like Duque and Busscar, both from Joinville.

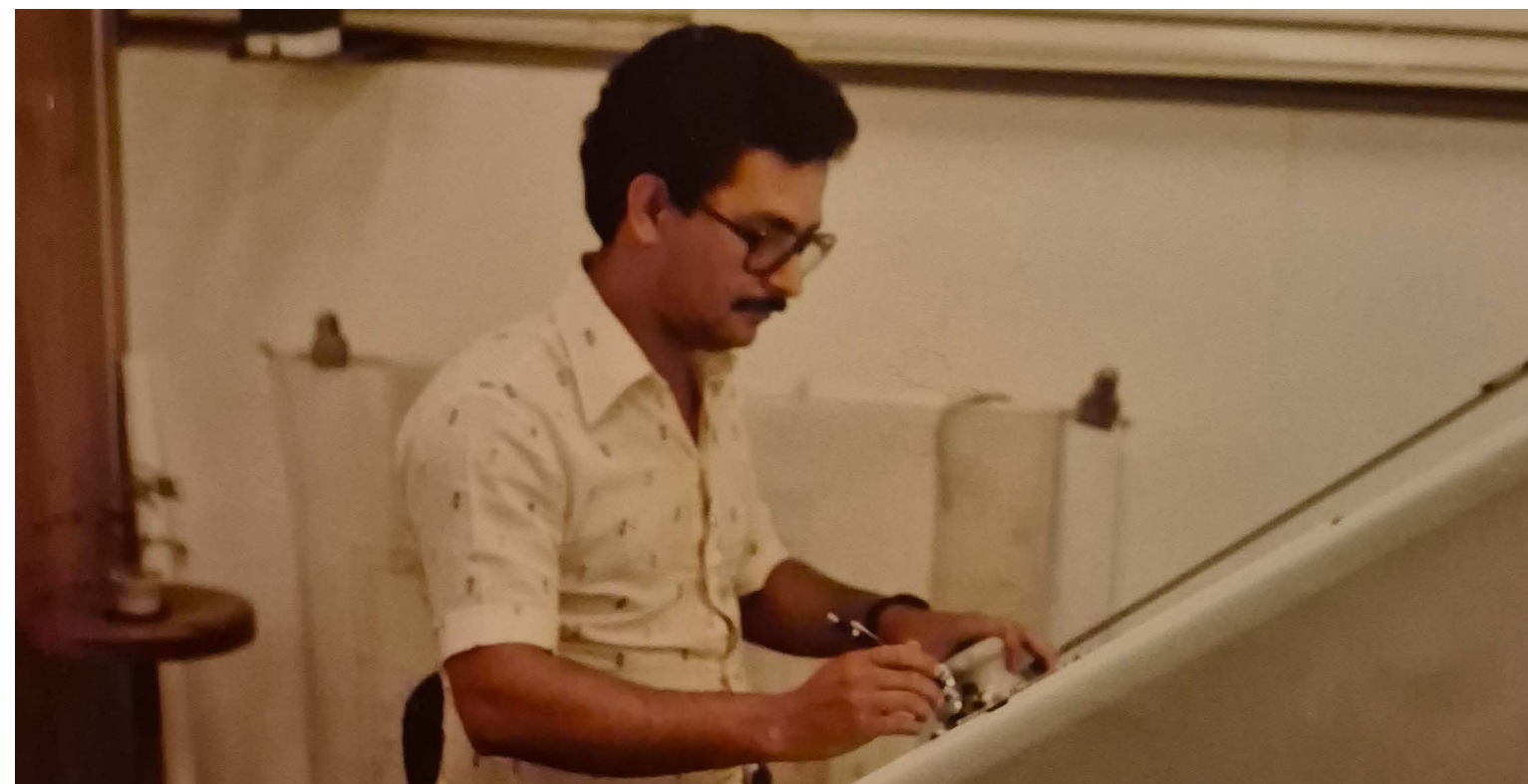
In 1993, we acquired our first CNC machine, a Dyna-4500 model. After that, investment was constant. Only two years later, in 1995, we acquired a property that still today houses the company's headquarters. In the following year, 1996, our history is marked by the beginning of supplying for the oil and gas industry, with the machining of pieces in steel used in oil extraction platforms and underground pipelines, still today one of the only companies in Santa Catarina to serve this market.

With a vision for the success of his venture, in 2009 Osny bought his partner's share in the business. It was at the same time that machines of five axes were acquired and the production facility grew, with the construction of more than 2,500 m² of area. Since then, we have also invested in the training of collaborators and the acquisition of new softwares, that have allowed us to reach new clients and generate new businesses.

Our history continues to be written by the children and the son-in-law of Sr. Osny, who left us too early in June of 2021. He has built a legacy of learning,

strength and resilience. Vama Industrial is still a 100% family-owned business, managed by Osny's children and son-in-law. They lead the financial, industrial, commercial and ESG departments, according to their abilities and competences.

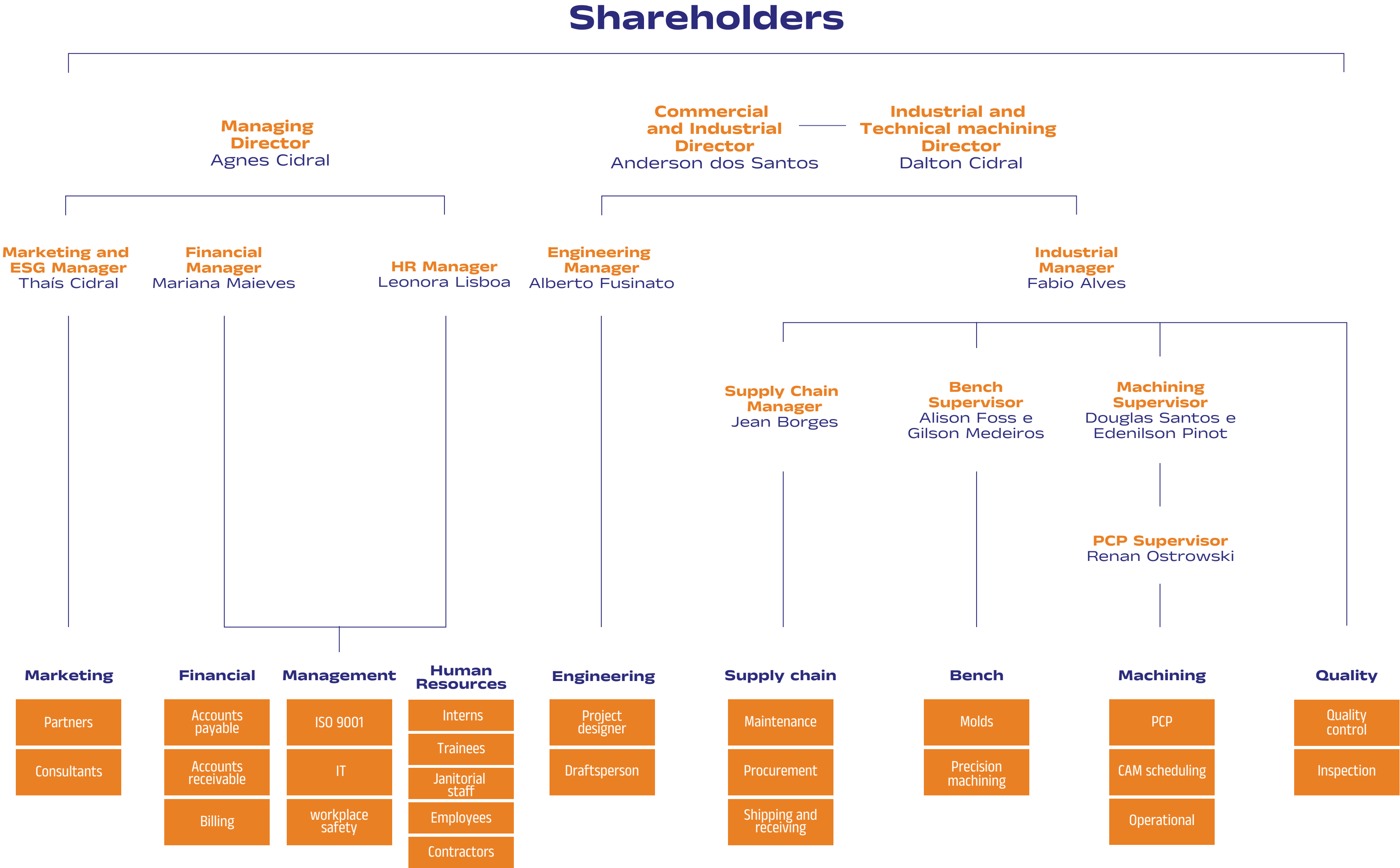
Investing in technology and constant modernization, we guarantee quality and punctuality in deliveries, attracting international clients that look for a committed and serious partner. By the end of the period of this report, we have 88 full-time employees, and we are aware of the responsibility we have with each of their families, with our community and with our clients and partners. This is why we are proud of our history and we concentrate our efforts in continuously evolving and going beyond the expectations of our clients and partners.



Who we are

ur structure of governance is oriented by principles of transparency and accountability. The highest governance level, represented by the General Direction, acts in conformity with the Family Protocol, a formal registered document, which defines the guidelines for the strategic management, succession and resolution of conflicts, besides establishing mechanisms of internal and external control for family-owned businesses.

Still, we rely on legal advisory services that play a central role in this process, conducting quarterly meetings with board members to the evaluation of results, including monitoring, strategic decision-making and risk assessment. These formal instances of deliberation make sure the decisions are aligned with the values and long-term objectives of the organization, consolidating our reliability when it comes to client and supplier relationships.



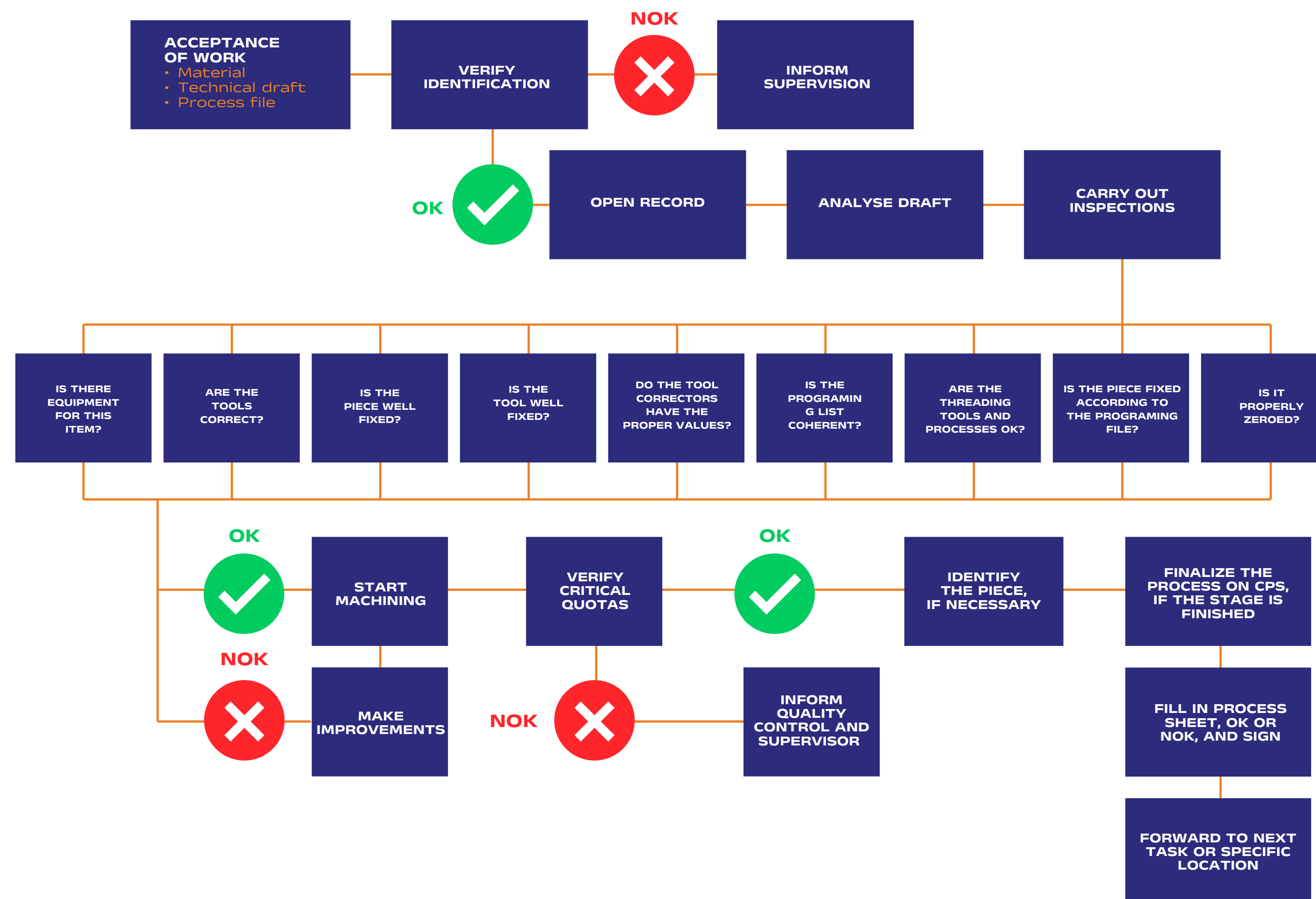
Production system

Our production process is based on a structured flow of operation control, aiming to reassure the quality of the final product and minimize social and environmental impacts. The cycle starts with the acceptance of work that includes material, technical draft and process file. Next, the identification is verified. In case of non-compliance, the supervisor is immediately informed for assessment and decision-making. When the identification is correct, it is followed by the opening of a record and detailed analysis of the draft.

Before the operation begins, preemptive inspections are executed, which include, among other steps, the verification of the availability and adequation of the necessary equipment, identification and calibration of tools and other inherent aspects of quality and safety.

In case any item presents non-conformity, corrective actions and improvements are implemented before the process continues. The machining only begins when all the parameters have been validated. The operation is also monitored and if there is any divergence, the quality control team and supervision are informed for immediate adjustments.

Our model of productive control directly contributes to efficiency, strengthening of quality culture and safety and minimization of environmental impacts.





Suppliers

We keep a close relationship with our suppliers, as it is written in a Manual of Suppliers and the Code of Conduct that establishes guidelines for the ethical conduct in order to stimulate and orient the adoption and compliance with responsible social and environmental practices in all operations. It contains guidelines on compliance with technical criteria but also financial aspects, quality, social and environmental, ethical and legal conformity.

All of our suppliers undergo a documentary audit at some point in our relationship, either before signing the contract or during the relationship, based on a sampling system. This practice represents our concern with quality maintenance, respect to the environment and people, not only inside the organization but in all of our chain of value. Our suppliers which are ISO 14001 certified do not require initial audit, but might be audited at any point according to our sampling system.

Commitments



ISO 9001

Since 2001, the organization has uninterruptedly carried ISO 9001 certification, which attests for the conformity with its system of quality management under international standards. This demonstrates our commitment with efficient processes, continuous improvements and consistent fulfillment of the needs of customers and other stakeholders. The continuity of over two decades of this certification is an evidence of the solidity of our governance and the capacity of adapting to the normative changes of the market.



ECOVADIS RATING

Complementing our journey in pursuit of structured quality and management, we were awarded with the Bronze Medal in the most recent Ecovadis rating, a global platform for the ranking of corporate sustainability. This results positions our performance above the average in terms of social and environmental requisites and of responsible purchases, reflecting our commitment with consistent ESG practices, and establishes a starting point to advances in the evaluated areas.



CDP PERFORMANCE - CLIMATE CHANGE

We participate annually in the questionnaire of Climate Change from Carbon Disclosure Project (CDP), global initiative that assesses the level of transparency and management of risks and opportunities related to the climate, reinforcing the company's role in reducing emissions, adapting to climate change and communicating its climate performance with transparency to stakeholders and society.



ADHERENCE TO THE SDG (SC) MOVEMENT

We have joined the SDG movement in Santa Catarina, an initiative that mobilizes companies, entities and citizens towards reaching the Sustainable Development Goals proposed by the 2030 Agenda of the United Nations. This adherence represents our commitment to the integration of social and environmental aspects to our strategy and operations.

Integrity

We value our commitment to ethics and integrity. Our integrity is based on a widely discussed Code of Conduct and Anticorruption Policies which establishes zero tolerance to illegal practices. These mechanisms contribute to the reassurance of legal conformity and establish means of preventing, detecting and protected reporting. Moreover, internal controls and audits are promoted and training sessions are carried out. The ladder, supported by our Code of Conduct, reinforces equality in opportunities, non-discrimination and respect in the workplace, orienting employees and contractors' conduct and consolidating ethics as a core value.



Material topics



People

It's people who make Vama Industrial happen. We count on a team that acts in the administrative department, reception segments, commercial, purchasing and engineering, programming, CAM and PCP, machining, supervision, warehouse, metrology, preset, bench: supervision, lathe, boring mill, - fídia, janitorial staff.

In 2023, we had a total of 93 employees and, in 2024, 80 employees. All of our staff has access to healthcare, dental insurance, life insurance, transportation vouchers, food allowances of 50% of its value, natality card (offered through the life insurance) and parental leave.

All of our employees are covered by a system of health management and workplace safety, implemented according to the regulation norms (NRs) of the Ministry of Labour. We have adopted a structured approach to eliminate dangers and minimize risks, applying the hierarchy of control in a preemptive manner, limiting or eliminating potential threats to the health and safety of the workers. To guarantee the quality of these processes, continuous monitoring actions and evaluations of the performances of the safety practices are carried out, protecting the competence of the involved teams. The results obtained are monthly analysed in the meetings of the Internal Commission for the Prevention of Accidents and Harassment (COmissão Interna de Prevenção de Acidentes e Assédio - CIPA), which is presided by a representative of the board and other collaborators.

When opportunities for improvement are identified, immediate adjustments are implemented for the refinement of the SST management system. The company keeps channels clear so that the workers can report dangers or situations of risk, encouraging immediate communication to supervisors in case of accidents, unsafe practices or inadequate conditions. Furthermore, frequent CIPA meetings reinforce active listening

and monitoring of any occurrences. To make sure the workers are protected against any retaliation by reporting dangers, the organization provides an anonymous ombudsman office via website and a physical box of suggestions in the company facilities. It is also possible to forward testimonials directly to CIPA representatives, guaranteeing anonymity and safety in the complaint. Although the organization does not have a formal policy that allows the removal of workers from dangerous situations on one's own accord, it maintains structured procedures for the investigation of incidents.

These investigations result in action plans directed to the elimination of the causes of the accidents or near-accidents, strengthening the preemptive culture. The identification and assessment of risk exposure related to incidents are done by Technical Reports of Environmental Conditions of Work (Laudos Técnicos das Condições Ambientais do Trabalho - LTCAT), elaborated by a specialized contractor, and by the monitoring of internal safety indicators, ensuring an evidence-based management. Other actions aimed at the identification and elimination of risk exposure in the workplace:



RISK ASSESSMENT

through the Program for Risk Management (Programa de Gerenciamento de Riscos - PGR).



IMPLEMENTATION AND FOLLOW-UP

of the Program for Medical Control and Occupational Health (Programa de Controle Médico de Saúde Ocupacional - PCMSO).



PERIODIC TRAINING

in safety and occupational health.



DISTRIBUTION AND ORIENTATION

about the correct use of Personal Protected Equipment (PPE).



HEALTH FOLLOW-UP

of the worker through exams and occupational health certificates.



FILING OF WORK-RELATED ACCIDENT REPORTS

when applicable.

The quality of these services is assured by an approach that integrates the identification and evaluation of occupational hazards, the application of preemptive and corrective measures, the use of adequate PPE, the ergonomic and safe organization of the work environment and regular training sessions. We also reinforce our commitment to full compliance of the current legislation and the promotion of health and well-being, including the free offer of consultations with psychologists and psychiatrists to all employees. To assist workers in accessing these initiatives, the company carries out Daily Dialogues for Safety (DDS), conducted by the workplace safety technician, that gives quick and dynamic orientation sessions that are easy to assimilate in the beginning of the day.

We assure the active participation of workers in the development, implementation and evaluation of the System of Health Management and Workplace Safety (Gestão de Saúde e Segurança do Trabalho - SST) through different formal and informal mechanisms. Notable actions include the participation in the Internal Commission for the Prevention of Accidents (CIPA), monitoring by the Human Resources department and all of the training sessions - with attendance registration and evidence of participation - and the constant encouragement of managers so that teams get actively involved in trainings and continuous improvement of processes. Consulting the workers about questions of health and safety happens through prevention programs, such as the Program for Risk Management (PGR), the Program for Medical Control and Occupational Health (PCMSO) and the elaboration of Technical Reports of Environmental Conditions of Work (LTCAT).

Access to relevant information on SST is guaranteed by the Specialized Services in Safety Engineering and Labour Medicine (SESMT), by CIPA, by regular training sessions and by Daily Dialogues for Safety (DDS), that promote quick and direct orientation sessions. The organization keeps a formal committee of health and safety, represented by CIPA, that has the following responsibilities.



IDENTIFYING RISKS
and proposing corrective actions;



ELABORATING AND FOLLOWING UP
preemptive action plans;



DISSEMINATING INFORMATION
on workplace safety and health;



**PROMOTING THE INTERNAL WEEK
OF PREVENTION OF WORK-RELATED
ACCIDENTS (SEMANA INTERNA DE
PREVENÇÃO DE ACIDENTES DO
TRABALHO - SIPAT);**



DETERMINING THE PARALYZATION OF
activities that present any serious and
imminent risk;



**CARRYING OUT PERIODIC
VERIFICATIONS**
in the workplace;



PARTICIPATING IN DISCUSSIONS ON
workplace changes;



FORMALLY REGISTERING
meeting minutes..

The CIPA meetings happen monthly, allowing for the continuous monitoring of work conditions. Although the committee has the autonomy to propose measures, final decisions about SST questions are submitted to analysis of the board.



FIRST AID lecture;



EVACUATION DRILL;



FIREFIGHTING DRILL, carried out using the drum located in the back parking lot of the company;



PRACTICAL TRAINING with the use of fire extinguishers, directed at the brigade members.

All of the organization's workers are fully represented by this committee, and there are no excluded groups of the participation process. From August 2024, the company has implemented a structured schedule of lectures and training sessions aimed at the promotion of health and safety in the workplace for all the employees and contractors.

The sessions cover general contents related to health and safety, contemplating themes that are relevant to worker's daily activities such as technical knowledge, mental health, compliance, cybersecurity and, most importantly, good practices in safety and work environment. Furthermore, training sessions are specifically promoted to the prevention and response to occupational hazards, critical activities and dangerous situations. In 2024, these actions included:

Through this approach, we reassure our commitment to the prevention of accidents, the mitigation of occupational hazards and the preparation of workers to act safely and efficiently in emergency situations.

All of our registered employees get compensation according to the applicable legislation and have access to health and dental insurance fully paid by the company. Moreover, all employees including contractors can enjoy discounts offered by the System S, that include consultations with psychologists and nutritionists with reduced rates. The scope of these benefits include:



OWN NETWORK OF HOSPITALS, clinics and laboratories, covering all medical specialties, including care provided by psychologists, nutritionists and physical therapists;



24-HOUR COVERAGE FOR URGENT and emergency care within Hapvida network;



TELECONSULTATIONS IN VARIOUS SPECIALTIES;



PREVENTION PROGRAMS and Benefits Club with discounts in pharmacies and partner establishments.



We value diversity and equality of opportunities. This theme is mainly shared and developed in the months of September, October and November, when some particularities regarding mental health, women's health and men's health were discussed strategically.



YELLOW SEPTEMBER:

Consultations with psychologists and psychiatrists;



PINK OCTOBER:

Consultations and exams for women's health;



BLUE NOVEMBER:

Consultations and exams for men's health.

Access to these services and programs is facilitated by a schedule of lectures and training sessions, implemented from August 2024, and the direct communication via Whatsapp with employees, reinforcing information on the availability, benefits and ways of scheduling appointments. These practices reinforce our commitment with the integral well-being of workers, amplifying the care to beyond matters that are strictly occupational.



Environment

Vama Industrial seeks to follow the innovations and trends along time, this is why we have been consolidating ourselves as one of the main tooling businesses in Brazil to assume the commitment of integrating sustainability as an essential part of our business strategy. Besides having practices that are legally required and robust environmental quality control measures, we have also aligned our decision making to the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, adopting an approach that prioritizes the reduction of social and environmental risks while seeking to expand opportunities to promote positive impacts. Our strategic priorities include improving process efficiency, reducing waste generation, responsible use of natural resources and continuous capacity building of our teams. We are also committed to strengthening our social and environmental management, which is already endorsed through recognized certifications, but also through positive influence across our chain of value, ensuring that our suppliers and partners share our commitments. These actions aim to position us, in the long term, as a reference in sustainable innovation within the sector, contributing to a low-carbon and inclusive economy. During the reporting period, we highlight advances such as the implementation of metallic waste management practices, improvements in energy efficiency and awareness-raising initiatives among employees. We also recognize challenges related to the measurement of greenhouse gas emissions and the systematic monitoring of social impacts. These learnings reinforce our commitment to continuously evolve, adopting robust management tools and transparency in our processes. For the next years, we have established as goals the strengthening of circularity in productive processes,

progressive reduction of emissions and increase in community engagement through social initiatives. We are also committed to keeping a transparent posture regarding our successful and unsuccessful actions, also looking to repair negative impacts. Our journey towards a sustainable development is guided by the belief that transformation requires consistency and long-term vision, that our purpose of producing with responsibility is inseparable from the generation of shared value for society.



Water consumption takes place at three main points: effluent from the cafeteria, which is sent to a grease trap; sanitary/industrial effluent, which is sent to wastewater treatment plants (estações de tratamento de efluentes - ETE) and oil emulsions, which are sent to a water/oil separation system. Water consumption totaled 6,758 m³ in the 2023–2024 period. Our ETEs receive exclusively sanitary sewage, operating under a continuous flow activated sludge system, with a designed flow rate of 0.20 m³/h in the Ectas module and 0.40 m³/h in the Ycatú module. Our infrastructure enables the reduction of coarse solids through sedimentation, which consequently decreases the organic load of the effluent. Next, the process continues in the aeration tank, where the degradation of organic matter occurs through aerobic microorganisms. Therefore, the device is also equipped with a blower. In the secondary clarifier, the separation occurs between the activated sludge that settles at the bottom of the tank and the clarified treated effluent that remains at the top. This unit is equipped with an air lift system responsible for sludge recirculation: the sludge settled in the secondary clarifier is returned to the aeration tank through a derivation of the air line. The clarified effluent then proceeds to the final tank, where disinfection takes place before being discharged into the water body. Both the ETEs and the other devices—the grease trap and the water-oil separator—are monitored and cleaned periodically in order to ensure the efficiency of the systems.



Our care for nature

Another important concern in relation to environmental questions is solid waste management. The most important examples of solid waste in our operations consist of ferrous metal scraps and shavings, as well as wood (class B), which are sent for recycling. In addition to these, cutting emulsions, mixtures and solutions, water with oil from separators, other emulsions and mixtures, as well as mixtures of fats, oils, and sludge are sent for external effluent treatment.

Volume and destination of waste generated in 2023 and 2024.

<i>DESTINATION</i>	<i>2023</i>	<i>2024</i>
Recycling (t)	220,67	182,5
Treatment of effluents (t)	53,568	104,82
Produced pieces (un)	2225	2150
Ratio	0,12	0,13

*According to registrations made in the Transport and Water Manifest (Manifesto de Transporte de Resíduos - MTR), which is a required document in Brazil, issued by the National System of Information on Solid Waste Management (Sistema Nacional de Informações sobre a Gestão dos Resíduos Sólidos - SINIR), to control waste transport since its generation to its final destination.



**PLANTATION OF
NATIVE TREES IN THE
ATLANTIC FOREST ON
THE ANNIVERSARY
OF THE COMPANY'S
FOUNDATION.**



**REMOVAL OF
PLASTIC CUPS**



**WASTE SORTING
AND BOTTLE CAP
COLLECTION**



**DISPOSAL OF WOOD
FOR CONVERSION IN
BIOMASS ENERGY
GENERATION**

As a tooling company, we recognize that energetic intensity is an important point of attention, as well as the monitoring of our carbon footprint. In this sense, since 2023 we have purchased I-RECs as an alternative to ensure the energy consumption from renewable sources. Furthermore, since 2023 we have annually calculated our carbon footprint to identify critical points that might contribute to the reduction of carbon emissions in our products and services. The numbers, based on the GHG Protocol, reveal that the Scope 3, specially regarding purchased goods and services as well as transports and distribution have increased significantly our carbon footprint. These results support our awareness that the biggest challenge lies on our chain of value. The continuous monitoring and transparency in the disclosure of data allow us to identify opportunities for improvement and give us a basis for decision-making to advance in decarbonization strategies.

EMISSION CATEGORIES

2023

2024

Scope 1

85,81

7,28

Scope 2

0,00

0,00

Scope 3

1028,43

1079,01

Total

969,59

1086,29

Produced Pieces (un)

2225

2150

Ratio (tCO2 by piece)

0,435

0,505

**REFUELING
CARS WITH
ETANOL**



**CHANGE IN
CUSTOMER
FILING**

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This first Sustainability Report represents an important step in Vama’s journey towards a growingly responsible attitude, aligned with the best practices in the market. It perfectly reflects our moment of renewal, symbolized by our new brand and positioning launched in 2024, which has ESG as a core pillar. We acknowledge that sustainability is a continuous process that demands transparency, commitments and the willingness to evolve.

By sharing our data and actions of the period between 2023 and 2024, we reinforce our commitment to clarity in the communication and with the conscious management of the impacts in our operations. This report also represents a basis on which we will build future strategies of decarbonization and strengthening of our social and environmental performance. We will keep advancing consciously and consistently, focusing on innovation, mitigation of impacts and engagement of the chain of value, reaffirming that sustainability is an essential part in the identity and in the future of our business.

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GRI Norms	Content		Location	Omission			Sectorial Norm number of reference
				Omitted requisites	Reason	Explanation	
GENERAL CONTENT							
GRI 2: General content	2-1	Details of the organization	4, 7				
	2-2	Entities included in the sustainability report of the organization	4				
	2-3	Period of report, frequency and point of contact	2				
	2-4	Reformulation of information			Does not apply		
	2-5	External verification					
	2-6	Activities, chain of value and other business relations	7				
	2-7	Employees	7				
	2-8	Workers that are not employees	12				
	2-9	Structure of governance and its composition	8				
	2-10	Nomination and selection to the highest governance organ	8				
	2-11	President of the highest governance organ	8				
	2-12	Function performed by the highest governance organ in the supervision of impact management	8				
	2-13	Delegation of responsibilities in the impact management	8				
	2-14	Function performed by the highest governance organ in the sustainability report	3				
	2-15	Conflicts of interest	8				
	2-16	Communication of crucial concerns	8				
	2-17	Collective knowledge of the highest governance organ			Due to organization's size, the board is intrinsically linked to the subject		
	2-18	Performance evaluation of the highest governance organ	8				
	2-19	Compensation policies			Determined by Protocol of Family Governance		
	2-20	Process for determination of compensation					
	2-21	Proportion of the total annual compensation					
	2-22	Declaration on the strategy of sustainable development	18				
	2-23	Policy commitments	8				
	2-24	Incorporation of policy commitments	18, 19				
	2-25	Processes to remediate negative impacts	18, 19				
	2-26	Mechanisms for advice and grievance					
	2-27	Compliance with laws and regulations	8				
	2-28	Membership of associations					
	2-29	Approach to stakeholder engagement	14, 15, 16, 17				
	2-30	Collective negotiation agreements					

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GRI Norms	Content		Location	Omission			Sectorial Norm number of reference
				Omitted requisites	Reason	Explanation	
GENERAL CONTENT							
GRI 3: temas materials	3-1	Process for defining material topics	13				
	3-2	List of material topics	13				
	3-3	Management of material topics	13				
SPECIFIC CONTENT							
201: Economic Performance	201-1	Direct economic value generated and distributed					
	201-2	Financial implication and other risks and opportunities due to climate change					
	201-3	Defined benefit plan obligations and other retirement plans					
	201-4	Financial assistance received from government					
202: Presence in the market	202-1	Ratio of lowest wage to local minimum wage, by gender	4, 7				
	202-2	Proportion of board members recruited from the local community			Family-owned business		
Economic impacts	203-1	Infrastructure investment and services supported					
	203-2	Significant indirect economic impacts					
204: Purchase practices	204-1	Proportion of spending on local suppliers	10, 11				
205: Actions against corruption	205-1	Operations assessed for risks related to corruption	10, 11				
	205-2	Communication and training on anti-corruption policies and procedures	10, 11				
	205-3	Confirmed cases of corruption and actions taken			Never occurred		
206: Unfair competition	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices					
207: Tributes	207-1	Tax approach	8				
	207-2	Governance, control and management of tax risks	8				
	207-3	Stakeholder engagement and management of concerns regarding taxes	8				
	207-4	Country-by-country reporting					
301: Materials	301-1	Materials used, by weight and volume					
	301-2	Recycled input materials used					
	301-3	Products and packaging materials reclaimed					
302: Energy	302-1	Energy consumption within the organization	20, 21				
	302-2	Energy consumption outside of the organization			Not monitored		
	302-3	Energy intensity			Under implementation		
		Reduction of energy consumption			Under implementation		
	302-5	Reduction in energy requirements of products and services			Under implementation		

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GRI Norms		Content	Location	Omission			Sectorial Norm number of reference
				Omitted requisites	Reason	Explanation	
SPECIFIC CONTENT							
303: Water and effluents	303-1	Interactions with water as a shared resource	18, 19				
	303-2	Management of water discharge-related impacts	18, 19				
	303-3	Water withdrawal	18, 19				
	303-4	Water discharge	18, 19				
	303-5	Water consumption	18, 19				
304: Biodiversity	304-1	Operational sites owned, leased, or managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas					
	304-2	Significant impacts of activities, products and services on biodiversity			Not monitored		
	304-3	Protected and restored habitats			Not monitored		
	304-4	Species on the IUCN Red List and national conservation lists with habitats in areas affected by operations			Not monitored		
305: Emissions	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	20, 21				
	305-2	Indirect (Scope 2) GHG emissions from purchased energy	20, 21				
	305-3	Other indirect (Scope 3) GHG emissions	20, 21				
	305-4	GHG emissions intensity	20, 21				
	305-5	Reduction of GHG emissions	20, 21				
	305-6	Emissions of ozone-depleting substances (ODS)	20, 21				
	305-7	NOx, SOx and other significant air emissions	20, 21				
306: Waste	306-1	Waste generation and significant waste-related topics	20, 21				
	306-2	Management of significant waste-related impacts	20, 21				
	306-3	Generated waste	20, 21				
		Waste diverted from disposal	20, 21				
	306-5	Waste directed to disposal	20, 21				

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GRI Norms	Content		Location	Omission			N. ref. Norma setorial
				Omitted requisites	Reason	Explanation	
SPECIFIC CONTENT							
308: Environmental assessment of suppliers	308-1	New suppliers selected using environmental criteria	10, 11				
	308-2	Negative environmental impacts in the supply chain and actions taken	10, 11				
401: Employment	401-1	New employee hires and employee turnover	14, 15, 16, 17				
	401-2	Benefits provided to full-time employees not provided to temporary or part-time employees	14, 15, 16, 17				
	401-3	Parental leave			Significant number in period of report		
403: Workplace Safety and Health	403-1	Occupational health and safety management system	14, 15, 16, 17				
	403-2	Hazard identification, risk assessment and incident investigation	14, 15, 16, 17				
	403-3	Occupational health services	14, 15, 16, 17				
	403-4	Worker participation, consultation, and communication on occupational health and safety	15, 16, 17				
	403-5	Worker training on occupational health and safety	16, 17				
	403-6	Worker health promotion	16, 17				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	10, 11				
	403-8	Workers covered by an occupational health and safety management system	16				
	403-9	Work-related accidents			Insignificant number in the period of report		
	403-10	Work-related illnesses			Insignificant number in the period of report		
405: Diversity and equality of opportunities	405-1	Diversity of governance organs and employees	17				
	405-2	Ratio of basic salary and remuneration of women to men			Does not apply		
410: Safety practices	410-1	Security personnel trained in human rights policies or procedures			Under implementation		
413: Local communities	413-1	Operations with local community engagement, impact assessments, and development programs			Under implementation		
	413-2	Operations with actual and potential significant negative impacts on local communities			Does not apply		
414: Social assessment of suppliers	414-1	New suppliers screened using social criteria	10, 11				
	414-2	Negative social impacts in the supply chain taken	10, 11				



Sustainability Report

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