



ESG Plan

2026 - 2028

The Selematic Group's journey

The Selematic Group was established in 2024 from the union of Selematic and Miele, two historic Italian packaging companies with complementary expertise, now capable of covering the entire packaging line together: from primary packaging to secondary packaging, through to palletising. Since its establishment, the Group has chosen to support its industrial growth with a structured approach to sustainability, bringing together the activities and initiatives of its two industrial businesses under a shared vision.

The first step in this journey was the double materiality analysis carried out in 2025. Through the direct involvement of employees, customers, suppliers and shareholders, it enabled the Group to identify the topics on which it has the most significant impacts and from which its principal business risks and opportunities arise: the development and safety of our people, product innovation and quality, responsible energy management, business ethics, and the development of strong supply chain relationships.

These topics have become the pillars of the Group's sustainability strategy and the basis for the Selematic Group's 2026-2028 ESG Plan.



Structure of the Plan

The Selematic Group's ESG Plan translates the results of the double materiality analysis into concrete goals and initiatives, structured around three pillars: Environment, People, and Governance.

For each area, interventions, milestones, and implementation timelines are defined, monitored on a periodic basis. Each initiative contributes to the achievement of the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda.

Environment

- Energy management
- Research and development and product innovation



People

- Product safety
- Employee health and safety
- Training and skills development



Governance

- Ethics and integrity
- Partnership and company network loyalty
- Cybersecurity and data protection
- Responsible supply chain management



Environment

SDGs	INITIATIVE	OBJECTIVE	STATUS
 	Installation of a photovoltaic system at the new Selematic plant	Reduce energy consumption from fossil fuels through on-site renewable energy production, reducing Scope 2 emissions of the production site	2027 - 2028
	Acquisition of ISO 14001 certification for Selematic	Structure and formalise the management of corporate environmental impacts	2026
	Measurement of total Group emissions (Scope 1-2-3)	Monitoring and reducing GHG emissions	Ongoing, on an annual basis
 	Investment in the research and development of innovative machines with reduced environmental impact	Development of customised and multi-function machines, machines designed to optimise energy consumption and capable of effectively processing sustainable packaging materials	Ongoing
	Research and development of solutions for extending the useful life of machinery	Promote the design of technical solutions and hardware and software updates that allow for the extension of the machinery life cycle, improving performance, efficiency and reliability, and contributing to the principles of the circular economy	Ongoing
 	Energy efficiency upgrades of systems and buildings: optimisation of HVAC systems, installation of Low-E films on office windows, photovoltaic systems in the two Miele plants, LED lighting, thermally insulated windows	Reduce energy consumption and Scope 2 emissions through structural interventions on buildings and plants, improving operational efficiency and reducing energy costs in the medium term	2028



People



SDGs	INITIATIVE	OBJECTIVE	STATUS
 	Acquisition of ISO 45001 certification for Selematic	Expansion of the occupational health and safety management system	2026
 	Introduction of a measurement system for monitoring the health and safety performance of machinery	Integration into the Health and Safety Management System of a structured system of indicators to monitor safety requirements, performance and continuous improvement of machinery throughout their life cycle, strengthening risk prevention and the effectiveness of controls	2027
 	Definition and implementation of a company policy for the management of business travel and operational activities in high-risk countries	Protect the health and safety of personnel exposed to high-risk geopolitical or environmental contexts, equipping the company with structured procedures for the identification, assessment and mitigation of risks connected to international activities	2026 - 2027
	Provision of flexible benefits through a corporate welfare platform	Improve employee well-being and satisfaction, increasing real purchasing power through customisable and tax-efficient benefits	2026 - 2027
	Administration of an organisational climate survey	Assess the level of satisfaction, engagement and well-being perceived by employees, identifying areas for improvement in organisational culture and working conditions	2027



Governance

SDGs	INITIATIVE	OBJECTIVE	STATUS
	Implementation of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 at Miele and update at Selematic	Strengthening of the internal control system	2026
 	Registration as an Important Entity on the ACN Portal (the Italian National Cybersecurity Agency) and analysis of compliance with the NIS 2 Directive	Fulfil the regulatory obligations provided for by the NIS 2 Directive regarding cybersecurity and identify compliance gaps with respect to the requirements of the NIS 2 Directive and define an adjustment plan for cyber risk management and operational resilience	2026
 	Procedures for the protection of machinery automation software and data integrity	Ensure the security and operational continuity of industrial automation systems, preventing unauthorised access, tampering and loss of data critical to production	2026
 	Preparation of a Supplier Code of Conduct	Define minimum ethical, environmental and social standards for suppliers, extending corporate values along the entire supply chain and reducing reputational and compliance risks	2026
	Implementation of a responsible procurement policy that integrates ESG criteria into supplier monitoring, by sending a self-assessment questionnaire to the most relevant supply chain partners	Integrate environmental, social and governance criteria into the selection and monitoring of suppliers, mapping ESG risks in the supply chain and promoting responsible business practices among commercial partners	2027
 	Monitoring of customer satisfaction	Systematically assess the level of customer satisfaction, identifying areas for improvement in the product and service and strengthening the relationship and loyalty in the long term	Ongoing

