



# 2024 Sustainability Report



**TASSALINI**  
PRECISION MADE GREAT, SINCE 1922

# Letter to Stakeholders

Dear Stakeholders,

We are pleased to announce that our company has voluntarily prepared and published its first Sustainability Report. This important milestone marks not only an organisational advancement, but more importantly, a tangible commitment to responsible, transparent, and forward-looking management.

We embarked on this journey guided by strong ethical values and a growing awareness of the vital role every company must play within both society and the environment it inhabits. We believe that true value creation goes beyond financial performance, encompassing environmental, social, and governance (ESG) impacts - for the benefit of all stakeholders across our supply chain.

We understand that in uncertain times marked by sudden changes, making courageous decisions is never easy. Despite the challenges of an unpredictable world, we remain convinced that we are on the right path - a path we pursue with determination and a clear awareness that sustainability is a strategic lever for facing the future with responsibility and vision.

Our Sustainability Report is a concrete act of transparency toward our employees, customers, suppliers, partners, and the wider community. It is a document through which we share our commitment to a more sustainable and inclusive development model, backed by verifiable data and measurable goals.

We believe that this tool is not only a testament to our values but also a competitive advantage for the entire ecosystem in which we operate. Promoting sustainability means building trust, enhancing resilience, and generating shared value across the entire value chain.

We sincerely thank you for the trust and continued support you have shown us. We will move forward with a spirit of collaboration, innovation, and responsibility - convinced that only together can we create a better tomorrow.

Kind regards,



**Roberto Tassalini**  
CEO







## Drafting criteria

This Sustainability Report was drafted on an individual voluntary basis and concerns the company TASSALINI SpA, which includes data from the following production units:

- Via G. di Vittorio 19/21, Peschiera Borromeo (MI)
- Via A. Grandi 10, Peschiera Borromeo (MI)

The production facility located at Via degli Artigiani 16 in Pandino (CR) was temporarily excluded from the reporting scope.

The report was prepared in accordance with CSRD 2022/2464/EC and the European ESRS standards found to be relevant for the year 2024.

For the calculation of its carbon footprint, the company included Scope 1 and Scope 2 emissions in accordance with the GHG Protocol, while excluding Scope 3 emissions, as permitted by Appendix C of ESRS 1.

In preparing the sustainability statement, the company adopted the time horizons defined by the ESRS 1 standard:

- a) short-term time horizon: reporting year;
- b) medium-term time horizon: up to five years from the end of the short-term horizon defined in (a);
- c) long-term time horizon: more than five years.

Despite the possibility of excluding E4, S1, S2, S3 and S4 from reporting, the organisation decided to include them anyway, for this reason:

- they were taken into account in the double materiality assessment;
- these issues were included in its corporate policy;
- an improvement plan was initiated;
- specific goals will be set.

# Table of Contents

## INTRODUCTION

- 06** From its origins to today
- 08** Company presentation
- 09** Mission, Vision and Policies

## GENERAL INFORMATION

- 10** Governance
- 12** Strategy, business model and value chain
- 14** Stakeholders
- 15** The results of double materiality

## THE ENVIRONMENTAL SPHERE

- 16** Material issues and improvement actions
- 16** Policies and goals
- 17** ESRS E1 - Climate change
- 18** ESRS E1 - Energy
- 19** ESRS E2 - Substances of Very High Concern (SVHC)
- 20** ESRS E5 - The circular economy
- 21** ESRS E5 - Waste

## THE SOCIAL SPHERE

- 22** Material issues and improvement actions
- 22** Policies and goals
- 23** ESRS S1 - Own workforce
- 25** ESRS S4 - End users

## THE GOVERNANCE SPHERE

- 26** Material issues and improvement actions
- 26** Policies and goals
- 26** ESRS G1 - Business Conduct
- 27** ESRS G1 - Management of Supplier Relationships



# INTRODUCTION

## From its origins to today



1925

The Tassalini Riccardo Magnet Laboratory was established on Via Lamarmora in Milan, specializing in the repair of magnets and the manufacturing of spare parts and related components for cars.



1960

Brothers Erminio and Augusto joined their father in managing the business, leading to the founding of Tassalini snc.



1963-1980

The company soon relocated to a newly built facility in Peschiera Borromeo, where it expanded its operations to include the production of components for emerging sectors such as the food, beverage, and wine industries. During this period, the Tassalini workshop was transformed into a joint-stock company and began complementing its component manufacturing with the production of precision valves for food processing plants.



2002

Micaela Tassalini, who had previously led successful international expansion efforts, established and managed a branch in Australia - TASSALINI PTY LTD - which continues to operate today under the name Ausvalve Ltd as the official distributor.



1996

In Pandino, a specialised centre for tube finishing processes was also established, further expanding the company's capabilities and broadening its market presence.

1990

Production is carried out entirely using AISI 304L and AISI 316L stainless steel, including for applications in the biotechnology, chemical, and pharmaceutical industries. The product range—available in standard sizes and ready from stock—is manufactured in compliance with major international standards.



1980-1990

In 1989, the new 7,000 m² facility in Peschiera Borromeo became operational, enabling more efficient organisation of production, quality control, and warehousing. The expanded space also allowed for the installation of advanced, state-of-the-art machine tools. The sales network was further strengthened with the establishment of a dedicated service centre for the wine industry in Canelli in 1982.



2003

The local facility on Via A. Grandi specialised in the mechanical machining of stainless steel tubes.



2015

A 192 kW photovoltaic system was installed, covering nearly the entire available rooftop area; however, it does not fully meet the energy needs of the production process.

2016

During this period, the company also changed its name from F.lli Tassalini Officina Meccanica SpA to Tassalini SpA.



2018

**GREEN ENERGY**  
We have chosen Enegan - an energy provider that is ethical, ecological, reliable, and transparent, and the main supporter of 'Save the Planet NPO.' This partnership reflects our commitment to making responsible choices today that will shape the future for generations to come.



2020

On June 18, 2020, we obtained certification in accordance with Directive 2014/34/EU for products installed in explosive atmospheres (Group 2 - Category 2, suitable for Zone 2 gas environments). On December 12, 2020, the company registered its MOCA (Materials and Objects in Contact with Food) activities with the pertinent health authority, officially becoming a manufacturer of food-safe stainless steel fittings, valves, and accessories.



2024

Today, Tassalini SpA operates through a network of dealers and its own subsidiaries across Western and Eastern Europe, North America, Latin America, Asia, and Oceania.



2023

The photovoltaic system was expanded to a total capacity of 500 kW, enabling the company to generate even more clean energy. This upgrade reinforces Tassalini's commitment to environmental sustainability and energy efficiency.



2022

Roberto and Luca, along with their cousin Cristiana, took the reins of the company, following in the footsteps of their father and uncle, and brought a fresh wave of innovation to the business.

2021

Tea Inox Srl in Pandino was incorporated as a production unit of Tassalini SpA.



# Company presentation

Tassalini SpA has been operating in the field of mechanical production for almost 100 years and has been producing technologically advanced valves and fittings with an exclusive design, specifically manufactured for the food, wine, beverage, chemical and pharmaceutical industries. The complete product range is manufactured using AISI 304L and AISI 316L stainless steel, sourced from rolled materials or hot-forged, solution heat-treated, and precision-machined components. Particular attention is given to the machining of threaded parts, with thread ends carefully

removed through mechanical processes to ensure maximum safety during handling. The range of items produced by Tassalini is manufactured in accordance with major international standards, including DIN, SMS, RJT BS, ISS IDF, Gas, Eno, Macon, and Clamp. The catalogue includes fittings, reducers, tees, bends, strainers and sight glasses, taps, regulating valves, safety valves, non-return valves, various types of butterfly valves (with manual or pneumatic control and provisions for electrical components), ball valves, pneumatic valves, 3-A certified valves, drain valves, and diaphragm valves.

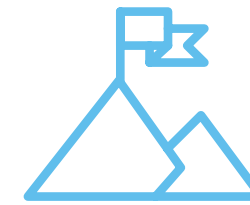


All standard items are typically available from stock, and Tassalini SpA's technical department is available to design custom components tailored to specific plant requirements. The modern 7,000 m<sup>2</sup> facility in Peschiera Borromeo enables precise organisation of production processes, quality control, and warehousing. It also houses a comprehensive suite of high-performance machinery. Production is supported by state-of-the-art

machine tools featuring advanced design and highly sophisticated programming systems.

A rigorous inspection and testing process is a key operational focus, ensuring the internationally recognized quality and reliability of Tassalini's fittings and valves. Tassalini SpA is present in both European and global markets through a robust network of dealers.

# Mission, Vision and Policies



## MISSION

We design and manufacture stainless steel valves and fittings, guaranteeing quality, safety and compliance with international standards.



## VISION

Our vision is to be globally recognized as a leader in mechanical solutions for the food, chemical, cosmetic, and pharmaceutical industries - continuing to innovate while building on nearly a century of experience. We envision a future where technology and sustainability coexist in harmony, delivering products that embody technical excellence while respecting and preserving the planet's resources.

Guided by this vision and mission, we translate our values into concrete action through the following commitments:



## ENVIRONMENT

### E1: Climate Change

- Continue to source from suppliers who guarantee 100 percent renewable energy.
- Increase the amount of self-generated energy.
- Contribute to climate change mitigation.

### E2: Pollution

- Monitor and manage air pollution impacts through effective prevention and control measures.
- Phase out substances of extreme concern (lead).
- Prevent accidents and emergency situations, and when unavoidable, ensure their impact on people and the environment is swiftly controlled and minimised.
- Gradually replace mineral-based lubricating oils with environmentally friendly alternatives made from vegetable polymers.

### E5: The circular economy

- Increase the circular design of products (including, for example, design for durability, dismantling, reparability, recyclability, etc.).
- Waste management, including preparation for appropriate disposal.



## SOCIAL

### S1: Own workforce

- Respect the human and labour rights of all employees, ensuring fair and dignified working conditions.
- Eliminate all forms of discrimination and harassment, actively promoting equal opportunities, diversity, and inclusion throughout the organisation.
- Provide comprehensive occupational health and safety training.
- Support diversity and inclusion in general.

### S2: Own workforce in the value chain

- Commit to gathering data on the workforce throughout the value chain.

### S4: Consumers and end users

- Ensure the safety and compliance of products intended for food contact and those subject to the ATEX Directive.
- Ensure the traceability of products subject to recall campaigns.



## GOVERNANCE

### G1: Business Conduct

- Appreciate, protect and preserve corporate know-how.
- Ensure compliance with Model 231.
- Respect agreed payment practices.



# GENERAL INFORMATION

## Governance

The corporate governance structure of Tassalini SpA is outlined as follows:

- **Shareholders' Meeting**
- **Board of Directors consisting of three members, two of whom have operational powers**
- **Board of Statutory Auditors consisting of three members plus two alternates, entrusted with the statutory audit of the accounts**
- **Single-member Supervisory Board pursuant to Legislative Decree. 231/2001**

The legal representation of the company is vested in Roberto Tassalini, President and Chief Executive Officer. The gender composition of the board is 33.3% women and 66.6% men.

### Worker representation and skills

One board member is also an employee. The governing bodies developed their overall sustainability expertise through an 80-hour training program covering environmental, social, and governance (ESG) topics. In addition, the board employs external consultants to maintain an up-to-date and qualified approach.

### Surveillance structures and responsibilities

The monitoring of business impacts, risks, and opportunities is assigned to a designated

member of the Board of Directors, as outlined in the company's job descriptions. This role is supported by the Supervisory Board (SB) and the audit reports prepared by the Board of Auditors. The governing bodies are responsible for approving the objectives plan and overseeing its progress over time.

### Reporting and evaluation processes

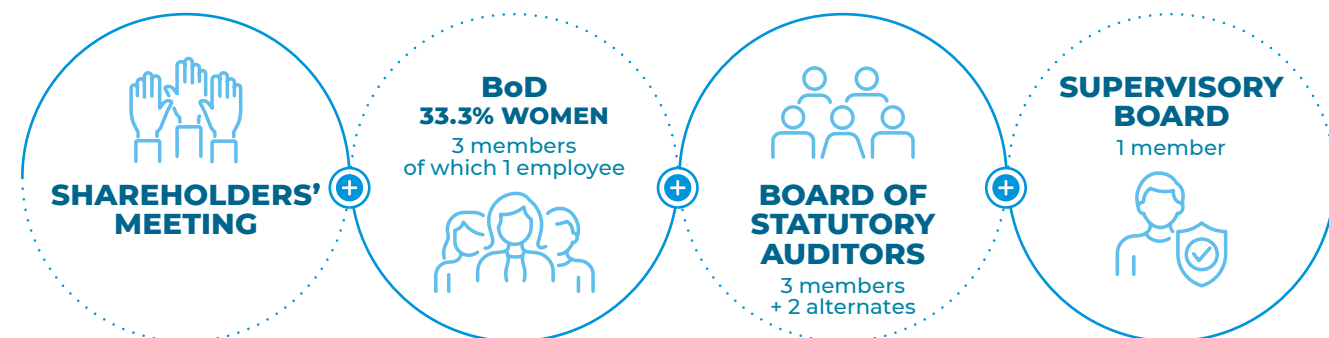
The Boards of Directors, management, and control bodies are regularly informed about significant impacts, risks, and opportunities through formal documents such as the Impact Risk and Opportunity Assessment (IRO), company policies, and improvement plans. These reports, which include sustainability-related KPIs, are reviewed and discussed annually during the Management Review, with a copy subsequently provided to the Board of Directors.

### Corporate strategy and risk management

The company policy is developed on the basis of the IRO. Any strategic trade-offs resulting from these analyses are evaluated by the governing bodies to ensure consistency between sustainability goals, risk management and operational decisions.

The review process is continuous and adaptive, ensuring that the strategy remains aligned with emerging challenges.

## GOVERNANCE



# Company organisation chart

Below is the organisation chart by positions representing the organisational structure present in the company.



# Strategy, business model and value chain



The Tassalini SpA business model is based on a production process which integrates both internal than external collaborations to optimise production and ensure a high quality finished product.





# Stakeholders



All stakeholders were provided with a questionnaire to gather their perspectives on the positive and negative impacts identified during the impact significance analysis. The table includes the parties interviewed, the criteria for inclusion and their % feedback.

STAKEHOLDER	QUANTITY	CRITERIA FOR INCLUSION	SELECTED	% FEEDBACK
EMPLOYEES	50	All (excluding temporary)	49	98
OWNERSHIP	Totals	All	3	100
SUPPLIERS	Totals	Europeans 20% of suppliers on the basis of annual turnover	11	100
CUSTOMERS	Totals	No geographical exclusion 20% of customers based on annual turnover	26 foreign 20 Italian	41
TRADE ASSOCIATIONS	1	/	0	0
BANKS	4	Banks	3	67
NEIGHBOURING INDUSTRIAL AREA	3	Neighbouring companies	2	0

## The results of double materiality

The organisation conducted an impact and financial relevance analysis in accordance with Regulation 2772/2023/EC.

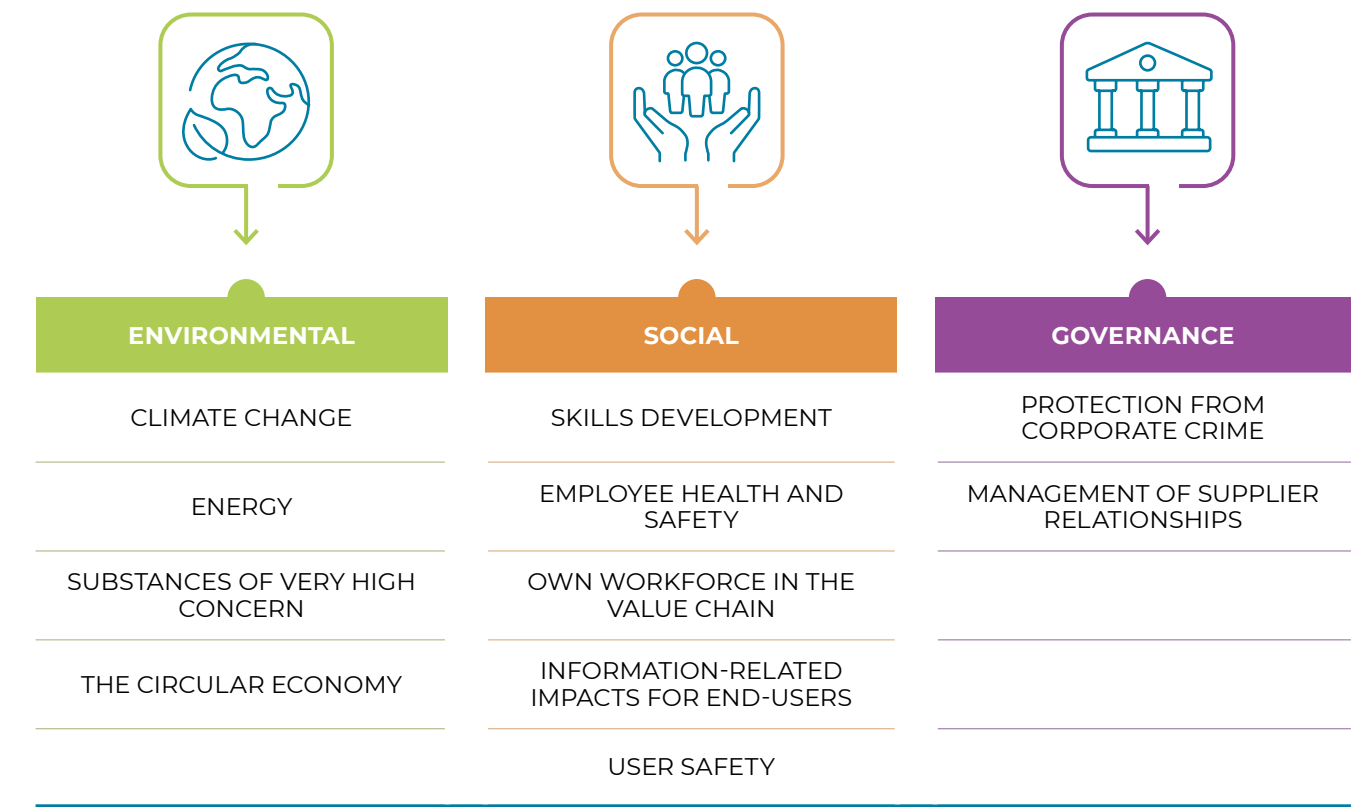
Positive/negative, actual/potential impacts and risks/opportunities in the financial sphere were identified and weighed using quantitative harm/benefit thresholds from 1 (irrelevant) to 5 (very high).

These numbers were multiplied with the respective probabilities of occurrence based on the same evaluation principles (1 to 5).

The criteria used by the ESG Team and the stakeholders in defining the relevant topics are as follows:

- **WHITE: NOT RELEVANT** (Score < to 8)
- **YELLOW: NOT VERY RELEVANT** (Score from 8 to 9)
- **ORANGE: RELEVANT** (Score from 10 to 12)
- **RED: HIGHLY RELEVANT** (Score >12)

Below are the results of the double materiality assessment, and thus the relevant issues to be reported, derived from a weighted calculation between the ESG Team's findings on impact relevance, financial relevance and stakeholder consultation.










# THE ENVIRONMENTAL SPHERE

## Material issues and improvement actions

### Double Materiality Outcome and Actions

Below is the outcome of the double materiality assessment in the 'environmental' sphere. The 'Double Materiality Outcome' column represents the average of the impact and financial relevance. Each sustainability theme is classified according to the type of Impact, Risk or Opportunity (IRO) and linked to the main improvement actions planned.

ESRS	ASPECT CONSIDERED	IRO TYPOLOGY	DOUBLE MATERIALITY OUTCOME	MITIGATION/IMPROVEMENT ACTIONS
 <b>ESRS E1 ADAPTATION TO CLIMATE CHANGE</b>	Rising temperatures	Actual negative impact	★	Window and door replacement efficiency
	Atmospheric events	Potential negative impact	★	Existing insurance renewal
 <b>ESRS E1 MITIGATION OF CLIMATE CHANGE</b>	Raw material selection Structural changes Machinery efficiency Supplier distances	Actual positive impact Opportunities	★★★	Organisation carbon footprint calculation
 <b>ESRS E1 ENERGY</b>	Self-production of energy	Actual positive impact Risk Opportunity	★★★	Maintenance of green supply contract
 <b>ESRS E2 POLLUTION</b>	Substances of very high concern	Actual negative impact	★★	Evaluation and design aimed at lead component replacement for the product family: safety valves
 <b>ESRS E5 CIRCULAR ECONOMICS</b>	Use of resources	Potential positive impact	★	Increase the % of recycled material in purchased raw materials
	Reuse, reconditioning, repair and durability	Actual positive impact Opportunities	★★★	Study to calculate the average lifetime of products
	Putting resources back into circulation	Actual positive impact Potential negative impact	★	Create a manual to inform about correct product disposal
	Waste from the production cycle Hazardous Waste management	Actual and potential positive impact	★	Procedure for the management of accidental spills, defining operational methods, roles and responsibilities

★ NOT VERY RELEVANT   ★★ RELEVANT   ★★★ HIGHLY RELEVANT

## Policies and goals

The policies can be found on the introductory page of this report. Tassalini is at the beginning of its reporting process and will consequently set specific goals following the collection and analysis of data.

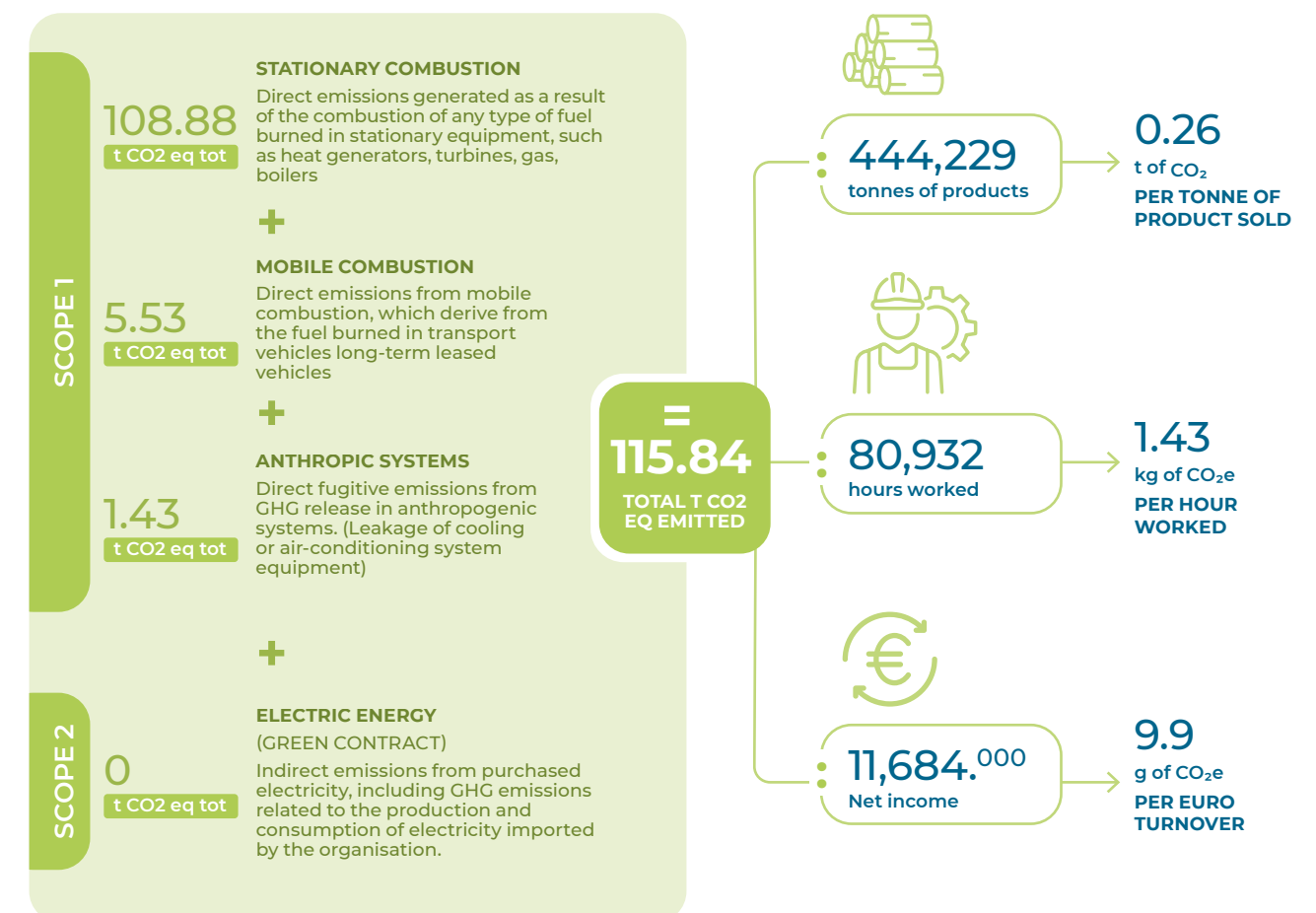
# ESRS E1

## Climate Change

Tassalini SpA has calculated its *Carbon Footprint* in accordance with the GHG Protocol. *Scope 1* emissions include those from stationary combustion (methane gas) and mobile combustion (company fleet). *Scope 2* emissions, representing indirect emissions from electricity consumption, were excluded since 2018, as the company purchases certified electricity supported by European subsidies. For mobile combustion, due to incomplete data on kilometres travelled, emissions for certain vehicles were estimated using known fuel consumption combined with an assumed km/l value based on the average consumption of the specific vehicle model.

The calculation of the organisation's Carbon Footprint utilised DEFRA emission factors, which are annually updated, widely recognised, and aligned with both the GHG Protocol and the UNI EN ISO 14064-1 standard.

The graph shows the CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) emissions from the company's activities, broken down according to the performance areas defined by the GHG Protocol and a picture of the intensity of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e) emissions with respect to three key indicators: Kg produced, hours worked and net revenue.



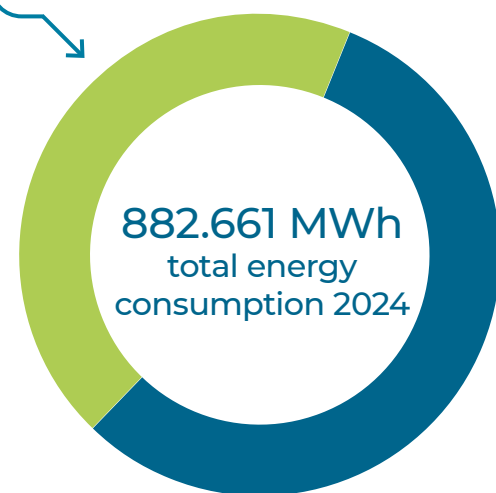


# ESRS E1 - Energy



In **2015**, a **192 kWh** system was installed on almost the entire roof, which, however, did not sufficiently cover the production energy demand. For this reason, in **2023** we expanded the plant to a **total capacity of 500 kWh** actively contributing to environmental sustainability and energy efficiency. **The upgrade officially went into operation in September 2024 and we will see the benefits in the reporting year 2025.**

**388.107 MWh**  
SELF PRODUCTION OF ENERGY FROM PHOTOVOLTAIC PANELS  
44% OF DEMAND



## ENERGY INTENSITY

Corporate energy intensity is an indicator measuring the amount of energy used to produce a unit of output (e.g. a product, service or added value). It is calculated by taking the total energy consumption of a company and dividing it by the amount of output produced.

**A lower value of energy intensity indicates greater efficiency in the use of energy resources.**



**0.000042**  
energy intensity

**494.554 MWh** TOTAL CONSUMPTION FROM OTHER RENEWABLE SOURCES  
**11,684.000** NET INCOME IN EURO

# ESRS E2 - Pollution Substances of Very High Concern (SVHC)

Industrial pollution is one of the main environmental and regulatory challenges for manufacturing companies, especially those using **Substances of Very High Concern (SVHC)**, as defined by the REACH regulation. The **ESRS E2** standard aims to monitor and reduce the use and impact of these substances, promoting more sustainable management of the materials used in production processes. During the last financial year, the company handled a total of **594 kg of incoming lead**, in the form of brass containing **3.5% lead**, corresponding to **20.79 kg** of actual lead acquired. In output, production generated **244 kg of bushings**, containing **8.54 kg of lead**.

## Economic Impact of SVHC Substances

The company earned **net income of €117,632** through products or services containing lead, which represents an incidence of **1% of the total annual net income**.

This indicates that, although lead use accounts for a small portion of the overall product portfolio economically, it remains a critical concern regarding regulatory compliance and environmental sustainability.

## SVHC Elimination Strategy

In line with the objectives of reducing environmental impact and improving compliance with European regulations, the company decided to **eliminate the lead-containing component** completely, opting for its replacement with **PA6 (polyamide 6)**.

This choice results in **zero use of SVHCs in production**, eliminating the risk associated with the use of hazardous substances and improving compliance with ESG standards. This transition allows Tassalini to position itself as a responsible player in the industry, minimising its contribution to pollution and strengthening its image in the market.

## USE OF SUBSTANCES OF VERY HIGH CONCERN

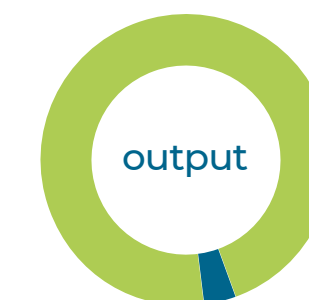
### Lead handling

**594 kg**  
KG BRASS PURCHASED

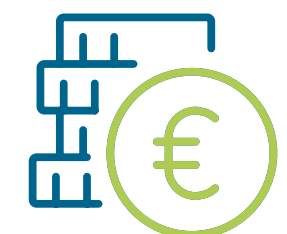


**20.79 kg**  
(3.5% OF TOTAL LEAD INCOMING)

**244 kg**  
BUSHING PRODUCED



**8.54 kg**  
(3.5% OF TOTAL LEAD OUTPUT)



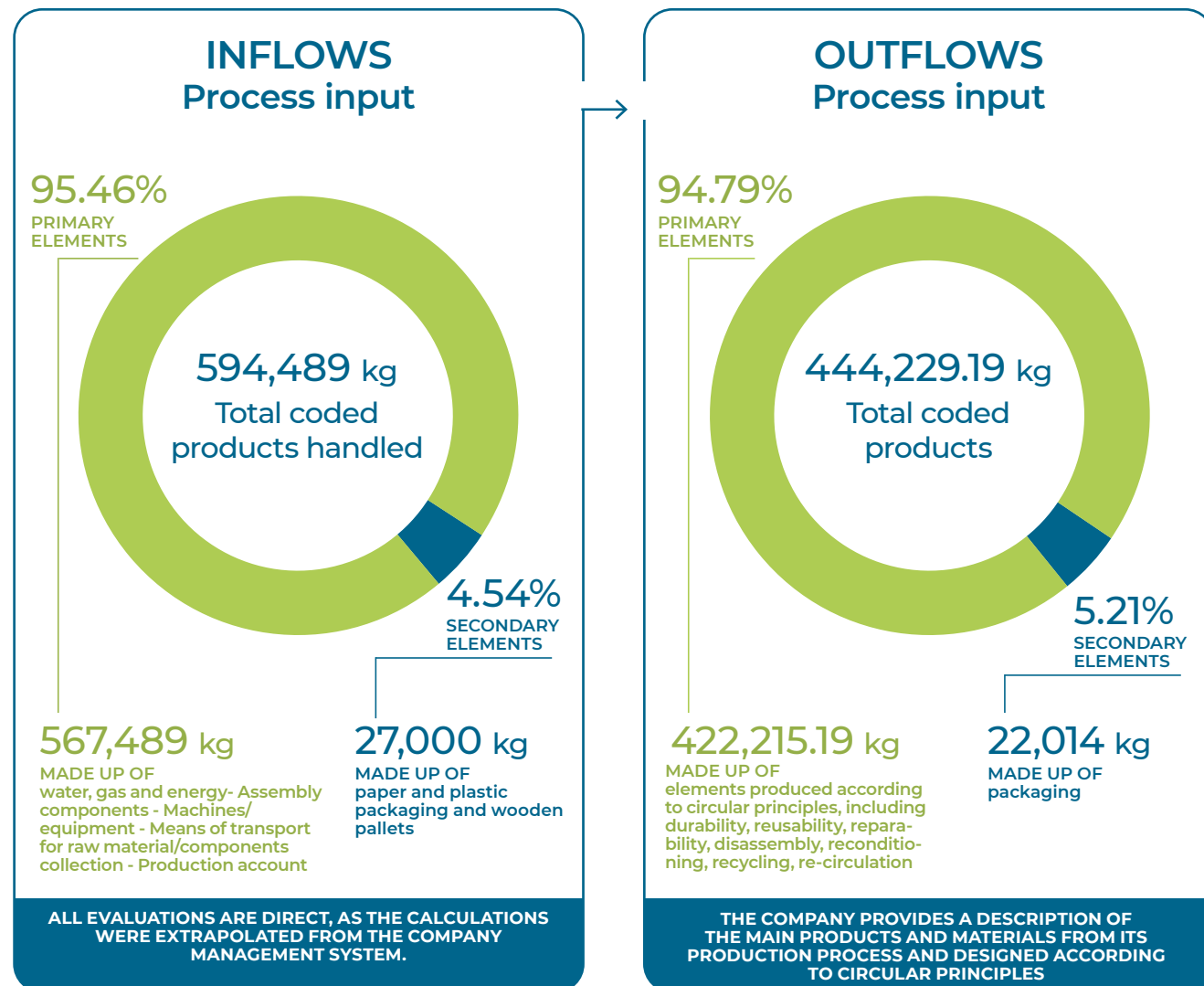
**euro 117,632**

SHARE OF NET INCOME EARNED WITH PRODUCTS OR SERVICES THAT ARE OR CONTAIN SUBSTANCES OF VERY HIGH CONCERN



# ESRS E5

## The circular economy



### Durability

The stated average life of a **AISI 304/316 stainless steel valve** with **silicone, PTFE, EPDM, NBR or FKM gaskets** depends on several factors, including:

- Fluid type and operating temperature
- Operating pressure
- Opening/closing cycles and mechanical stress
- Cleaning and sanitising (SIP/CIP)
- Chemical compatibility of gaskets with the process fluid

### Estimated average duration

For pharmaceutical, food or wine plants:

#### VALVE BODY

- **AISI 316: 20-30 years** with routine maintenance

- **AISI 304: 10-20 years** with routine maintenance
- Possible corrosion in aggressive environments with chlorides or strong acids

#### GASKETS

- **1-5 anni**

#### IN CONCLUSION

- The valve body can last **over 20 years** with proper maintenance.
- The gasket may need to be **replaced every 1-5 years**, depending on operating conditions.

### Repair and disassembly

All products in the catalogue are repairable as they can be dismantled, with the exception of the pneumatic actuator model 7C10L.

# ESRS E5

## Waste

The circular economy is a sustainable development model aimed at reducing the environmental impact of production activities through re-use, recycling and waste reduction.

During the last financial year, the company produced a total of **149.176 tonnes of waste**. Of the total, approximately **124.696 tonnes** (approximately 83%) were directed to recovery operations (**R13**: temporary storage prior to treatment or transformation into new materials or products), while around **24.480 tonnes** (approximately 17%) were allocated to disposal operations - specifically (**D09**: physical-chemical treatment, including evaporation, drying, and calcination and **D15**: temporary storage prior to final disposal).

#### WASTE INTENDED FOR RECOVERY (R13): 124.696

- **Hazardous: 22.131 t**
- **Non-hazardous: 102.565 t**

#### WASTE INTENDED FOR DISPOSAL (D15): 24.480 t

- **Hazardous: 4.400 t**
- **Non-hazardous: 20.080 t**

These figures indicate a significant focus on waste utilisation, with a pre-weighted share going to recovery rather than disposal.

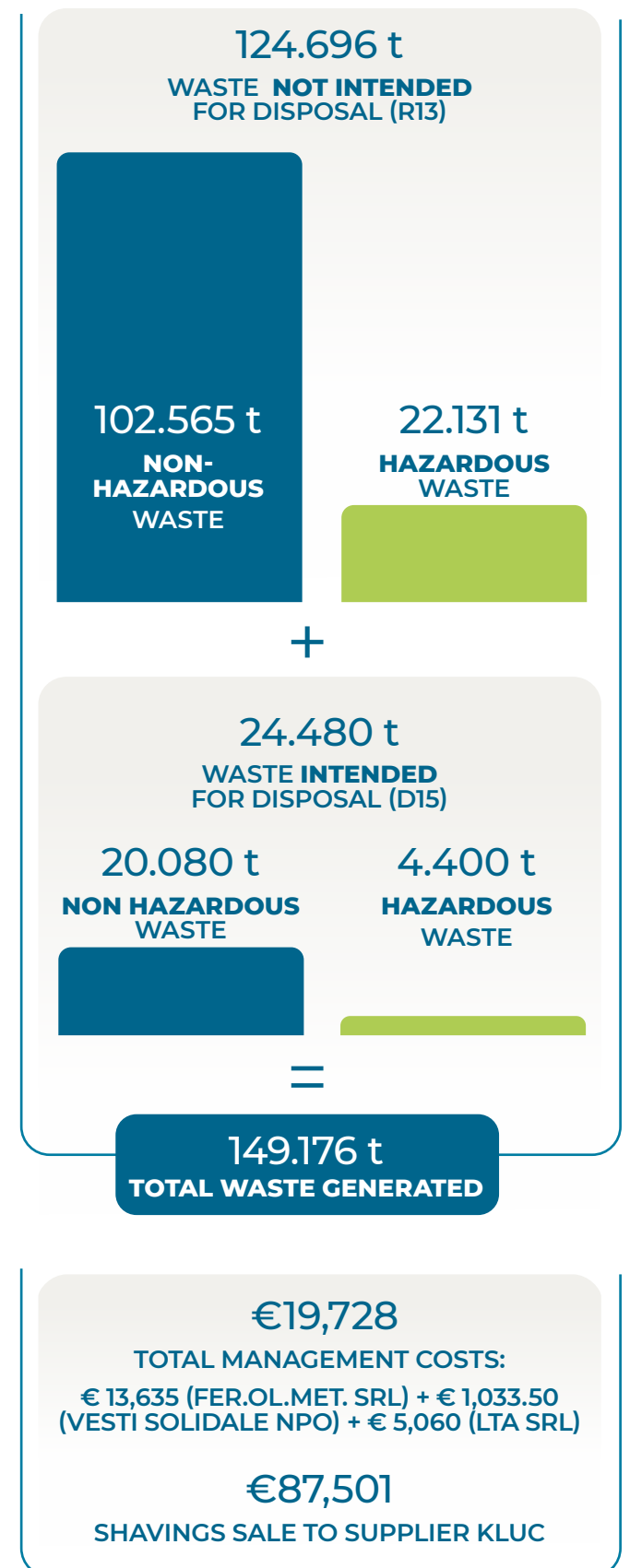
### Economic Impact of Waste Management

The company incurred a total cost of **€19,728** for waste management.

However, it is important to emphasise that the company earned revenue of **€87,501** from the sale of metal shavings, demonstrating a proactive approach to the appreciating waste materials.

The company's waste management shows a strong orientation towards the circular economy, with a clear preference for recovery over disposal. Optimising resources not only reduces the environmental impact, but also generates significant economic benefits, as demonstrated by the sale of metal shavings.

Continuing along this path, exploring further opportunities for recovery and recycling, will enable the company to further improve its sustainability and compliance with ESG standards.





# THE SOCIAL SPHERE

## Material issues and improvement actions

### Double Materiality Outcome and Actions

Below is the outcome of the double materiality assessment in the 'social' sphere. The 'Double Materiality Outcome' column represents the average of the impact and financial relevance. Each sustainability theme is classified according to the type of Impact, Risk or Opportunity (IRO) and linked to the main improvement actions planned.

ESRS	ASPECT CONSIDERED	IRO TYPOLOGY	DOUBLE MATERIALITY OUTCOME	MITIGATION/IMPROVEMENT ACTIONS
ESRS S1 OWN WORKFORCE	Secure employment Working conditions	Actual positive impact	★ ★	Development of a training plan with mapping of training hours provided per employee
	Health and safety	Actual positive impact Opportunities	★ ★ ★	DVR update Gradually replace mineral-based lubricating coolants with environmentally friendly alternatives made from vegetable polymers
	Processing homogeneity	Actual positive impact	★ ★	Maintenance of procedures already in use
ESRS S2 OWN WORKFORCE IN THE VALUE CHAIN	Work conditions	Actual negative impact	★ ★	Draw up value chain qualification questionnaire in the ESG area
ESRS S4 CONSUMERS AND END USERS	Information Security	Actual positive and negative impact	★	Improve data sheets and make them available in ITA/ ENG Improve the coverage of assembled product data sheets and accompany the assembled product with a user and maintenance manual
	Product Compliance	Actual positive and negative impact Risk	★	Enhance control plans for incoming, in-process, and end-of-production stages. Establish a system for claim tracking and customer satisfaction analysis, and implement a certified quality management system compliant with UNI EN ISO 9001:2015.

★ NOT VERY RELEVANT   ★ ★ RELEVANT   ★ ★ ★ HIGHLY RELEVANT

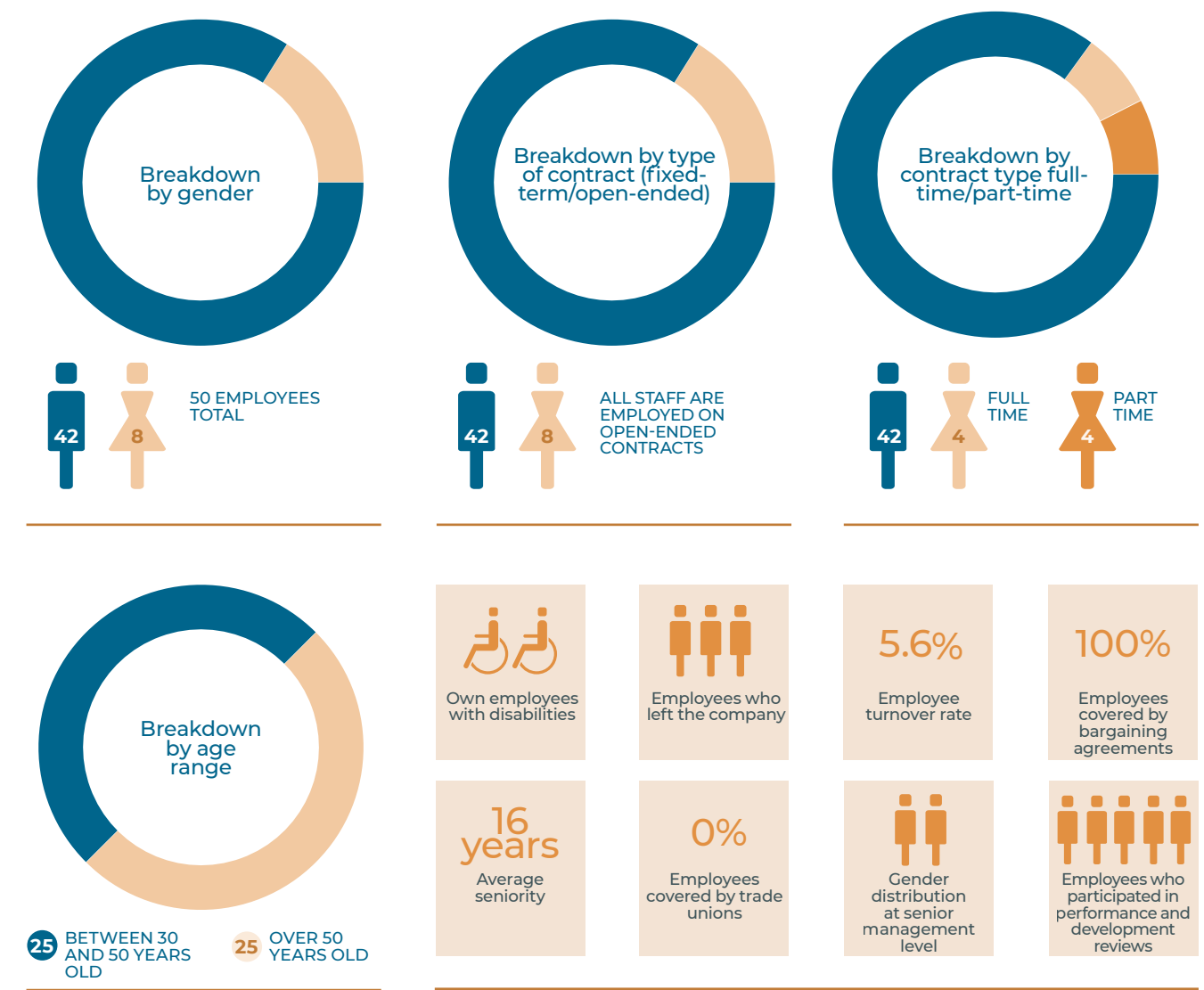
## Policies and goals

The policies can be found on the introductory page of this report. Tassalini is at the beginning of its reporting process and will consequently set specific goals following the collection and analysis of data.

# ESRS S1

## Own workforce

### Employees



Tassalini SpA, operating in the mechanical sector, is distinguished by its responsible approach to personnel management, with a strong focus on job stability, workplace safety, and the protection of workers' rights. The company employs a total of **50 employees, all of whom are employed on open-ended contracts and fully covered by national bargaining agreements**. The staff has a high average seniority (**16 years**), index of loyalty and solidity of the relationship between the company and workers. The **annual turnover rate** stands at **5.6%**, indicating a stable and cohesive structure. The workforce consists of **42 men and 8 women**. The staff works predominantly full-time (**92%**), while part-time affects **4 positions**. The workforce is equally distributed between the **age brackets 30-50 years and over 50 years**, striking a balance between experience and professional maturity. Furthermore, the **full inclusion** of workers with disabilities is guaranteed.

On the health and safety front, the company recorded only one (commuting) accident in the reference year, with no deaths or lost working days, and an **Frequency Index (FI)** limited to **12.36**.

Tassalini SpA is also committed to promoting the well-being of its employees, prioritising

family leave, enjoyed equally by male and female staff.

**No incidents of discrimination, human rights violations, sanctions or complaints were reported.** These results testify to a working environment characterised by respect, safety and dialogue.



## TASSALINI for its collaborators

In the year 2024, the company planned to redevelop an archive area into an **event room to be used for training events, company parties and anniversaries**.

The room was inaugurated for the 2024 Christmas dinner and the first party organised in the company. Every year, the company offers training courses to its employees to improve their skills. **Approximately 200 hours of training were provided in the year 2024.**



## TASSALINI for society

Each year, the company makes charitable donations to various organisations and associations, reflecting the management's strong commitment to supporting the well-being of the community and its most vulnerable members - even during times of peak activity. **In 2024, 9 associations were supported**, a sign of the company's continued commitment to promoting values of **solidarity, social responsibility and local engagement**.



**Medici Senza Frontiere**  
via del Casello, 2  
00050 Roma, Italia  
T +39 06 884 06 000 CF 970 961 700 585

Codice donatore: 0234218725

SUL RETRO TROVATE L'ATTESTATO DELLE DONAZIONI 2024. VI SARA' UTILE PER LA DICHIARAZIONE DEI REDDITI.

CATT-2738

DIC008155  
TASSALINI S.P.A.  
VIA GIUSEPPE DI VITTORIO 19  
20086 PESCHIERA BORROMEO MI

Marzo 2025

Gentile Tassalini S.p.A.,

Voglio condividere con voi alcune parole che mi hanno colpito. Luisa e Francesco, due dei nostri più fedeli sostenitori, ci hanno scritto: "Saremo sempre al vostro fianco per quanto ci sarà possibile, siete fra i pochi che godono della nostra stima e sappiamo che non ci deluderete mai. Nell'impotenza di fronte a tanto dolore, voi ci fate ancora sperare."

Questa fiducia e speranza sono ciò che riceviamo anche da voi, Tassalini S.p.A.. Il vostro impegno e la vostra generosità sono, infatti, il motore che ci permette di affrontare le sfide più difficili. In un anno così complesso, il vostro sostegno è stato un faro di speranza per chi vive nelle situazioni più drammatiche, in Ucraina, nelle terre martorate dalla guerra, in Sudan, di cui il mondo sembra disinteressarsi, e nella Striscia di Gaza, dove ogni giorno è una lotta per la sopravvivenza: anche grazie a voi, siamo riusciti a fare la differenza qui e in contesti dove il bisogno di aiuto è urgente e spesso ignorato.

Abbiamo portato aiuto a migliaia di pazienti, come quelli nelle immagini che vedete accanto, che ogni giorno hanno bisogno di cure costanti. La vostra generosità ha reso tutto questo possibile.

Le sfide che fronteggeremo in questo 2025 saranno altrettanto grandi, ma con il vostro supporto continueremo a rispondere ai bisogni urgenti. Ogni vostra donazione ci permette di fare il nostro lavoro, e sono certa che insieme, anche quest'anno, riusciremo a fare una differenza concreta.

Grazie di cuore per tutto ciò che avete fatto e per quello che farete.

Un abbraccio

Laura Perrotta  
Direttrice Raccolta Fondi  
Medici Senza Frontiere Italia

# ESRS S4 - End users

## Commitment to regulatory compliance and product safety

Tassalini SpA has always paid great attention to the safety, quality and regulatory compliance of its products. With this in mind, the company has implemented structured measures to ensure compliance with key European regulations, including the MOCA regulation for food-safe materials and the ATEX Directive governing equipment used in potentially explosive atmospheres. These adjustments not only meet legislative obligations, but also represent an evolution of the internal management system for the benefit of traceability, reliability and customer protection.

## The MOCA Regulation (Materials and Objects Intended for Food Contact)

In 2018 we embarked on a process to adapt to European legislation for all those products in our catalogue intended for food contact. This implementation led to an improvement of our management system in the areas of production, warehouse and purchasing.

Specifically, the following changes have been made:

- Using the 'batch management' function in management and purchasing
- Implementation of procedures to ensure compliance with European and national MOCA regulations
- Performing migration analysis to ensure the safety and suitability of products for food contact

- Selection and qualification of suppliers in order to ensure that purchased MOCA products comply with applicable regulations
- Registration of quality controls in acceptance, production and final inspection
- Label with batch number and food symbol
- Preparation of the withdrawal/recall procedure to be activated in the case of MOCA products found to be 'dangerous' to human health

Upon completion of the process on 23 December 2020, we notified the pertinent health authority of our MOCA-related activities. In October 2022, we underwent an official inspection, which concluded with a positive outcome.

## Products compliant with ATEX Directive 2014/34/EU

For all products intended to be incorporated into equipment and protective systems used in explosive atmospheres, Tassalini has established procedures to ensure and demonstrate compliance with the ATEX Directive 2014/34/EU.

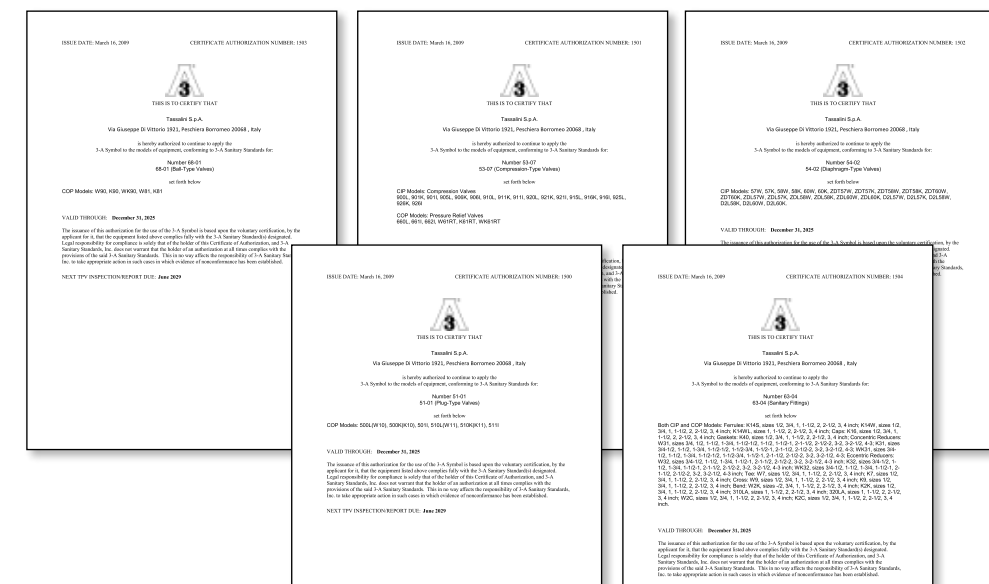
The following product families are covered as Group 2 - Category

- Manual butterfly valves
- Manual ball valves
- Single/double acting vertical actuators (without electrical components)

For each family, a model test file, a technical file and a certificate of conformity were created to be sent to customers. Items are also laser-marked for traceability purposes with the relevant ATEX symbol.

## A3 SANITARY STANDARDS

All Clamp fittings, taps, ball valves model 90, 900 series pneumatic valves and diaphragm valves are manufactured strictly according to the criteria and tests required by 3-A standards.








# THE GOVERNANCE SPHERE

## Material issues and improvement actions

### Double Materiality Outcome and Actions

Below is the outcome of the double materiality assessment in the 'governance' sphere. The 'Double Materiality Outcome' column represents the average of the impact and

financial relevance. Each sustainability theme is classified according to the type of Impact, Risk or Opportunity (IRO) and linked to the main improvement actions planned.

ESRS		ASPECT CONSIDERED	IRO TYPOLOGY	DOUBLE MATERIALITY OUTCOME	MITIGATION/IMPROVEMENT ACTIONS
 <b>ESRS G1 BUSINESS CONDUCT</b>	Corporate Offences	Actual positive impact Potential negative impact	★ ★	Adoption of Model 231	
	Protecting the company's intellectual property	Actual positive impact	★ ★	Implementation and certification of a quality management system in accordance with UNI EN ISO 9001:2015	
	Management of supplier relationships	Actual positive impact	★		
<div>★ NOT VERY RELEVANT   ★ ★ RELEVANT   ★ ★ ★ HIGHLY RELEVANT</div>					

## Policies and goals

The policies can be found on the introductory page of this report. Tassalini is at the beginning of its reporting

process and will consequently set specific goals following the collection and analysis of data.

## ESRS G1 Business Conduct

To align with the governance requirements of the ESRS G1 standard, Tassalini has chosen to adopt an Organisation, Management and Control Model. This system - comprising principles, rules, procedures, and controls - is designed based on a thorough risk assessment of the company's operations. Its purpose is to prevent the commission of offences that could give rise to corporate criminal-administrative liability, as outlined in Legislative Decree 231/01.

### Model and Code of Ethics

The Company has formalised the ethical principles that guide its daily business operations in a Code of Ethics, with particular attention to behaviours that could potentially lead to the offences outlined in the Decree. The goals that the company intended to pursue through the definition of the Code of Ethics can be summarised as follows:

- base relations with third parties, and in particular with the public administration, on principles of fairness and transparency;



- draw the attention of employees, collaborators, suppliers and, in general, of all operators to the strict observance of applicable laws, the rules laid down in the Code of Ethics, and the procedures governing company processes.

### Whistleblowing

Pursuant to Italian Legislative Decree 24/2023 (so-called Whistleblowing Decree) TASSALINI created an internal channel for reporting wrongdoing. This system enables the reporting of potential violations of national or European Union regulations that may harm the public interest, the public administration, or the Company itself. Reports can be made by individuals both inside and outside the Company who become aware of such misconduct in a work-related context. The following reporting modes may also be used:

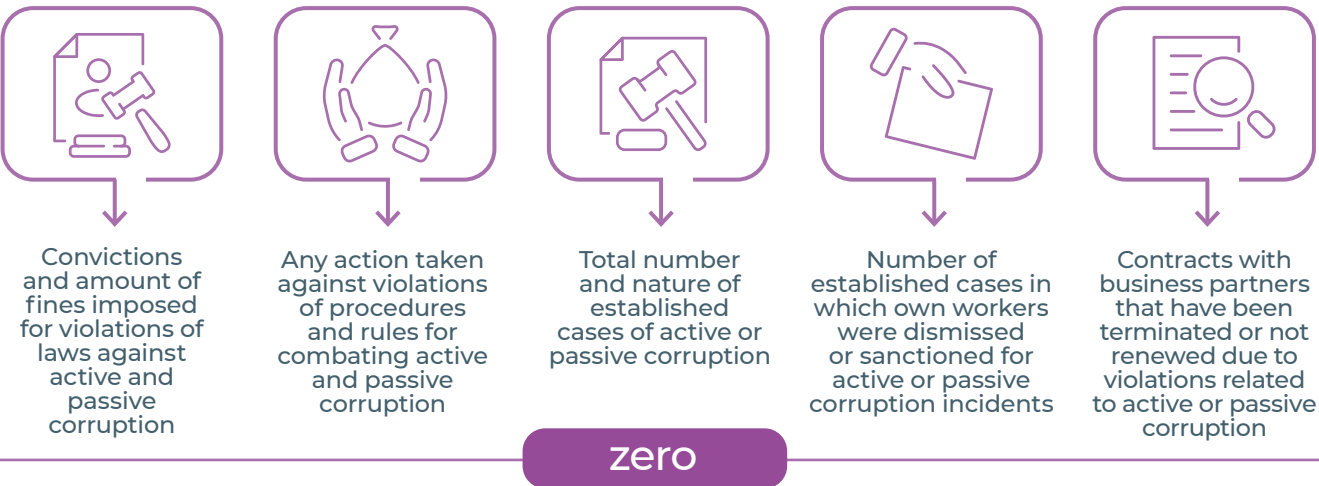
1. external channel (managed by Anac)
2. public disclosure
3. complaint

### Whistleblower protection

TASSALINI guarantees all Whistleblowers the utmost protection, confidentiality and protection against any form of retaliation, coercion, discrimination or harassment, in compliance with the European Directive EU 2019/1937 on whistleblowing and with Legislative Decree no. 24/2023.

### Combating active and passive corruption

The Company rejects all forms of corruption in the sense of 'giving or receiving unjustified advantages'. No contributions of any kind are made to political parties, movements, committees and political and trade union organisations in Italy or abroad. It is strictly prohibited to accept or offer - either directly or through intermediaries - money, gifts, or any form of benefit to or from public authorities, individuals, companies, or entities engaged in business relations or negotiations with the Company.



## ESRS G1 - Management of Supplier Relationships

Payment terms are predefined within the Company's management system, which automatically calculates them based on the contractual agreements established with suppliers.

Automation allows for effective monitoring of deadline compliance and more precise control of financial flows, supporting the responsible management of the procurement chain.

Currently, 100% of payments are made within these deadlines, confirming our reliability in

dealing with suppliers. There are no pending legal proceedings due to late payment.

