

Sustainability Report 2019

Essentials



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Foreword

It is impossible to publish a Sustainability Report for the year 2019 without taking into account the profound change in scenario that has taken place during the first six months of 2020. The coronavirus pandemic has dramatically altered the global equilibrium and the change has touched all levels of society, striking at the heart of every culture and affecting the habits of every individual.

Sustained by its industrial and family history of almost 80 years, its solid but flexible business systems, its brave workers ready to take on the change, RadiciGroup was able to rise to the pandemic challenge by placing people and resilience at the centre of its strategy.

During the period when the data and case histories for Sustainability Report 2019 were being gathered, RadiciGroup:

- Implemented stricter and expanded health and safety protocols in its sites.
- Promoted initiatives to strengthen the engagement of its employees.
- Experimented, together with its workers, on digital solutions for smart and remote working.
- Opted for e-learning.
- Developed new production chains in collaboration with other Italian entrepreneurial companies.
- Donated materials and medical devices to help deal with the health emergency of covid-19.
- Put into play “transformative resilience” that is, its capacity to seize opportunities inherent in any change, by converting part of its business. R&D activities and production lines were set up for the design and manufacture of high-performance anti-Covid-19 clothing.

An aerial satellite-style photograph of a mountain valley. A river flows through the center of the valley, with a town built along its banks. The surrounding hills are covered in green vegetation. The image is used as a background for a quote.

“

The future of the Earth
is also our future.

”

Angelo Radici
President of RadiciGroup

Google Earth



I am writing this introductory letter to the Sustainability Report, which has become a custom for me, in a historic moment when everything is no longer customary. The pandemic has changed our vision of the world. RadiciGroup has also been hit by great changes, but, I am proud to say, we have been able to react. In this dramatic situation, **resilience has become a primary necessity and a precious resource.**

We promptly took action and created a system of modes of action and interaction, never experimented with before. We found ourselves working in an environment that was more digitalized than we thought, and more flexible, too. Above all, the difficulty of the first few months of 2020 made us more united, **made us rediscover the value of being a team.** This is the subject closest to my heart: by sharing goals and common efforts, RadiciGroup can continue to grow. Like never before, we rose to the occasion acting as a Group, becoming a point of reference for the community, which we supported by doing what we do best: **creating work and lasting value.** It is important that this Sustainability Report be read in light of the above considerations: our path ahead is sound and our capacity to cope with the inevitable difficulties is great, but we must be confident.

Browsing through the chapters, I would like to comment on many important points, starting with the fact that our Group is increasingly fostering a business model

based on the **circular economy.** We optimize the use of raw materials and energy by improving our processes, reducing waste and promoting product recycling already at the design stage. **These choices are all important for the protection of the Earth's natural resources.**

In our plants, we rely on our **Quality, Safety, Environmental** and **Energy** management systems to attain the highest sustainability levels. With each passing year, our certifications – indispensable instruments for measuring sustainability – continue to evolve and grow in number.

We care a great deal about the sustainability of our products. **Today, all our materials are recyclable.** We can count on our optimized recovery systems for both engineering polymers and textiles.

For this reason, **in 2019 we also increased our portfolio of recycled products,** truly top-class products in terms of both performance and reduced carbon footprint. This was a practical choice made to benefit our customers, with significant repercussions on safeguarding our climate, as well.

Mindful of the fact that the resources of our planet are precious, we have turned, wherever possible, to renewable sources: in 2019, the Group energy mix continued to include a relevant portion of green energy. And that is not all. Making use of our know-how in the

fields of chemicals, polymers and textile solutions, we worked on adding bio-based alternatives to our portfolio of conventional products.

But we are not content with words alone. We perform rigorous and regular measurements of the environmental impacts of production at each of our sites. We are well aware of the fact that climate change is upon us. Therefore, we carefully monitor our production processes and focus our efforts and investments on them in order to reduce emissions. The 2019 results, substantially in line with those of prior years, put pressure on us to set new and ambitious targets to improve our performance.

We draw our strength from the future for the present. This is why we created **Radici InNova,** our consortium dedicated to innovation driven by sustainability, a crucial decision for RadiciGroup.

Like every year, we devote much of our attention to the **Group's employees,** whom I also thank on behalf of my family for the commitment and passion they put into what they do every day. More than half of the value added goes to them once again in 2019.

We have always considered health and safety to be of fundamental importance. In the past year, employee training and education programmes dedicated over a third of total training hours to safety awareness raising events and produced encouraging results. Our success

was confirmed by the injury-related performance indicators, all showing a positive trend. Credit for these results also goes to the various initiatives that, in every part of the world, brought our workers together to share ideas, experiences and knowledge, with the objective of increasing occupational safety within the Group.

In conclusion, I would like to mention **the special closeness we have with the communities** where we are based, a connection that has taken on greater meaning during the pandemic and acquires new nuances with each passing year. In this Sustainability Report you will read about our projects with schools, open day events organized by our companies for local communities and support for sports activities and social events.

Finally, though I am conscious I have already mentioned our Planet several times, **I would like to devote a final thought to the Earth, our home and territory.**

The Earth contains our world, here every day we develop new ideas to grow and concrete solutions to respect the planets and its inhabitants.

We are writing this Sustainability Report: we are here to protect the Earth and make it a better place for generations to come.

I hope you enjoy your reading.

Angelo Radici
President of RadiciGroup



The Group



Who we are

RadiciGroup is one of the world's leading producers of a wide range of chemical intermediates, polyamide polymers, high performance polymers and advanced textile solutions, among which nylon yarn, polyester yarn, yarn made from recovered and bio-source materials, nonwovens and personal protective equipment for the healthcare field.

RadiciGroup products are the result of the Group's outstanding chemical expertise and vertically integrated polyamide production chain and have been developed for use in a variety of industrial sectors.

The basis of the Group's strategy is a strong focus on innovation, quality, customer satisfaction, and social and environmental sustainability.

What guides us

Our Vision, our Mission and our Values, which define who we are. Moreover, the goals that the United Nations formulated in 2015 to create a better, **more equitable and more sustainable future** in collaboration with stakeholders.

These are the principles that have guided our work through 2019. They have motivated and inspired us to make our unique and irreplaceable contribution to the future of our Planet.

“

To be one of the leading chemical groups in the polyamide, high performance polymers, and advanced textile solutions production chain.

”

Our Mission

- To promote the development of our businesses while **pursuing** our Group values and culture.
- To embed **sustainability** into new product and application development.
- To pursue our vision by **valorizing and optimizing our resources**, establishing alliances and searching for new markets, including niche markets.

Our Values

- **Putting people at the centre** of everything we do and respecting their right to physical and cultural integrity.
- Efficiency and effectiveness of our **management systems** to improve our business.
- **Fairness and transparency** of our management systems in compliance with all applicable laws and regulations.
- **Attention to the needs and expectations of our stakeholders** in order to create a feeling of belonging and satisfaction.
- **Reliability of our management systems and operating procedures** to ensure the safety of our employees, our communities and the environment.
- **Our responsibility** as a company for our workers, production sites and communities.

United Nations Sustainable Development Goals (SDGs)

Sustainability acquired new characteristics and further relevance in the framework of the 2030 Agenda for Sustainable Development, a plan of action for people, the planet and prosperity adopted on 25 September 2015 by the governments of the 193 country members of the United Nations.

It incorporates the **17 Sustainable Development Goals**, SDGs, in a grand plan of action with a total of 169 targets.

RadiciGroup shares the Sustainable Development Goals and contributes tangibly to their implementation in many ways, which are described in this Sustainability Report and identified in the various chapters with the relevant SDG icons.



Group Quality, Environment, Energy, Health and Safety Policy

The Group Quality, Environment, Energy, Health and Safety Policy is the first important instrument adopted for the implementation of the values and principles governing the RadiciGroup sustainability strategy and the UN 2030 Agenda for Sustainable Development. This Group policy document, signed by President Angelo Radici and Vice President Maurizio Radici, incorporates, in its management systems and daily operations, care for people and their health and safety, commitment to fight against climate change, more efficient use of natural resources, searching for high quality processes and management in order to satisfy customers, and fostering the virtuous circle of continuous improvement.

“

Looking at added value from a broad perspective, **ensuring continuity and being inclusive of all stakeholders**. This is how RadiciGroup brings to life its corporate values – putting people at the centre of everything it does, reliability, fairness and transparency – in its day-in and day-out operations. By following these guidelines, the Group ensures **the quality of its products, promotes occupational health and safety, and carries on business with respect and care for the environment**. A long-term commitment to the pursuit of truly sustainable social, economic and environmental development driven by innovation and research is the foundation for the engineering and advancement of the Group's technology, processes and products.

Within the above framework, RadiciGroup pursues the objective of increasing **cooperation and synergy among the functions of the Group Business Areas** to build a path towards the optimization and excellence of each process through the **continual improvement of activities, transparency in operations and communications, and quality and performance of products and services** – all in close collaboration with stakeholders.

Diligent compliance with the laws and regulations on the environment, occupational health and safety, and prevention of harmful incidents potentially affecting products and production processes is the fundamental basis of every Group business activity. To this end, **RadiciGroup companies have adopted Quality, Environmental, Energy, Health and Safety Management Systems**, duly certified by recognized certification bodies and based on a set of well-defined procedures, understood at all organization levels. In order to ensure the **quality of its products** and services, the Group has numerous tools at its disposal that enable

its companies to develop **robust and reliable processes**, meet the most exacting requirements and foster continual improvement. As regards the **environment and energy**, RadiciGroup is engaged in **optimizing performance** and working towards targets that can be seen and measured, by investing financial, human and technological resources to monitor and reduce environmental impact. At the same time, the Group is engaged in promoting commitment to the **environment among its customers, suppliers and workers**, in particular through activities aimed at getting all stakeholders involved. The Group's environmental agenda covers its entire production value chain, including the calculation of the environmental footprints of the main products and services and feasibility assessments of **using ecodesign and circular economy principles**, wherever possible.

RadiciGroup management is aware of the fact that worker **health and safety** is always a **top priority** and of central importance. Thus, management ensures the application of the safety standards set out in the applicable laws and regulations, regularly verifies compliance with said standards and assesses their effectiveness, with the aim of improving accident prevention and reducing accident risk. Group management also promotes **transparent and collaborative relationships with local authorities** and communities, furthers the implementation of worker consulting mechanisms and encourages worker participation in corporate processes. Moreover, the Group invests sizeable resources in **training workers to increase knowledge and raise awareness** of how important the contribution of each single worker is in achieving the overall result.

”

Figures making a difference



Personnel
3,100
employees

2019 Sales
1,092
million €

Network
>30
production and sales
units in Europe, North and
South America, and Asia

A global presence



Americas

Argentina

Buenos Aires

Rio Grande

Brazil

Araçariguama

São José dos Campos

Mexico

Ocotlán

USA

Wadsworth

Asia

China

Shanghai

Suzhou

India

New Delhi

Italy

Andalo Valtellino

Ardesio

Buronzio

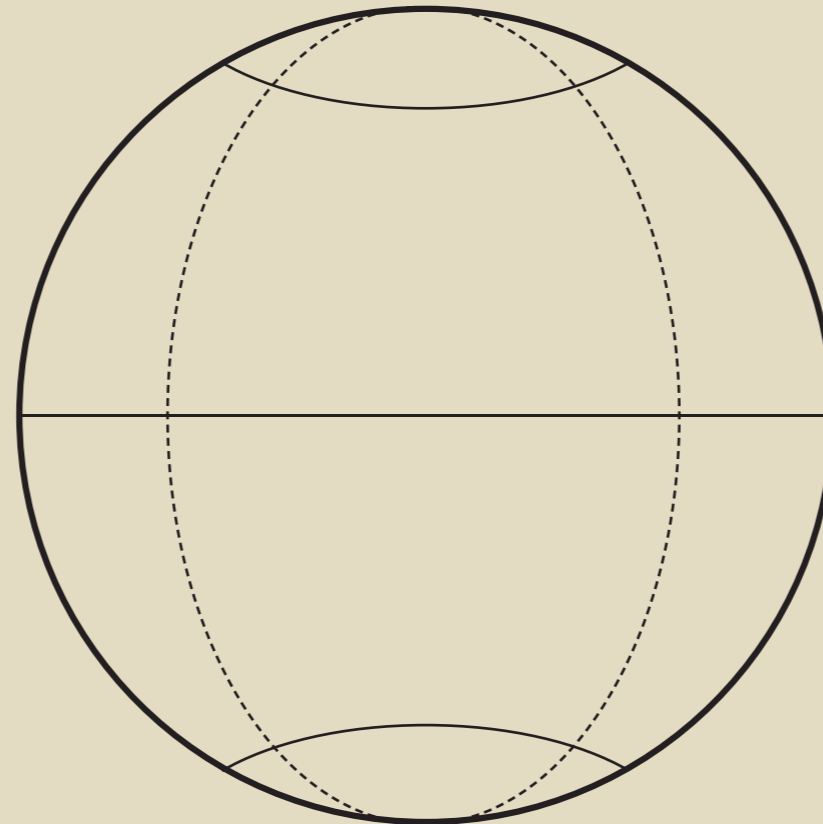
Casnigo

Chignolo d'Isola

Gandino

Novara

Villa d'Ogna



Europe

Czech Republic

Podborany

France

Saint Priest

Germany

Lüneburg

Selbitz

Tröglitz

Hungary

Szentgotthard

Switzerland

Stabio

United Kingdom

Wakefield

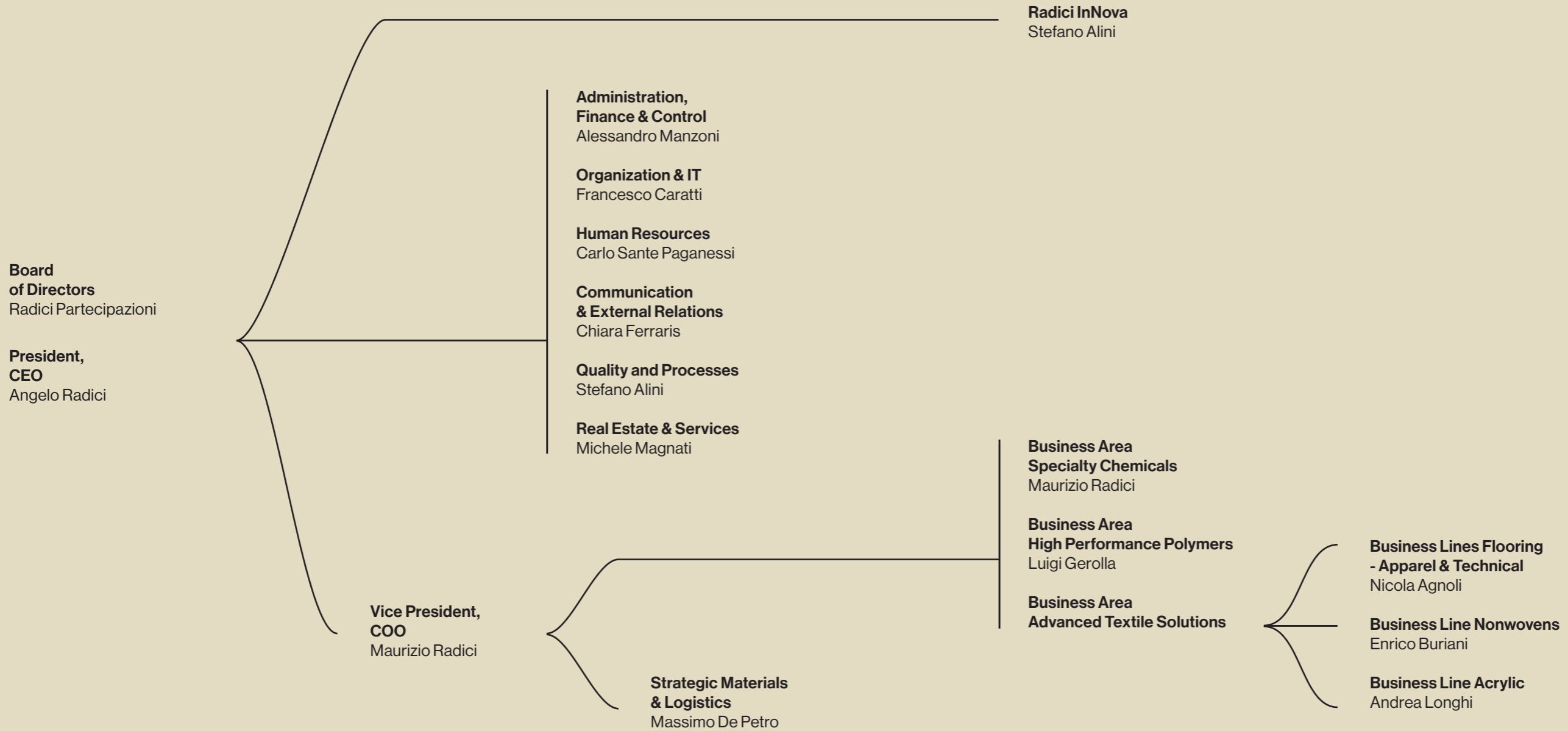
Romania

Savinesti

Spain

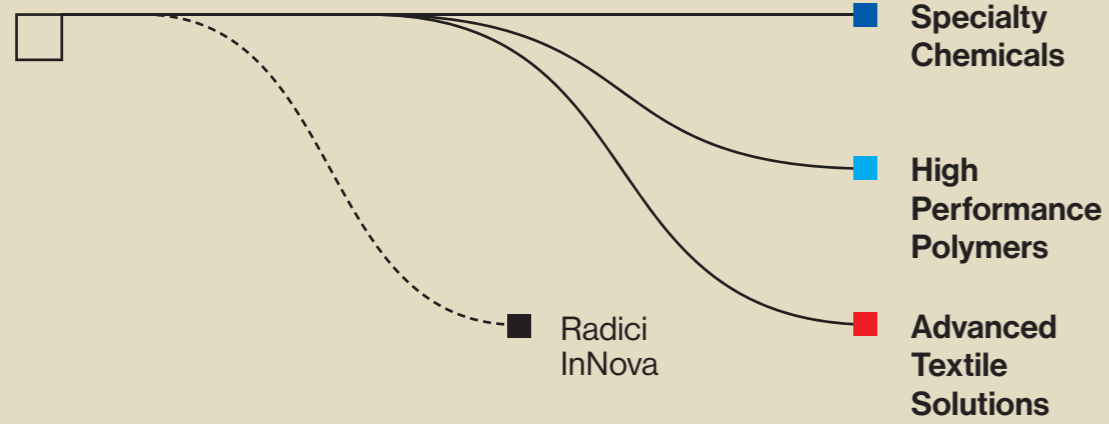
Barcellona

RadiciGroup Governance

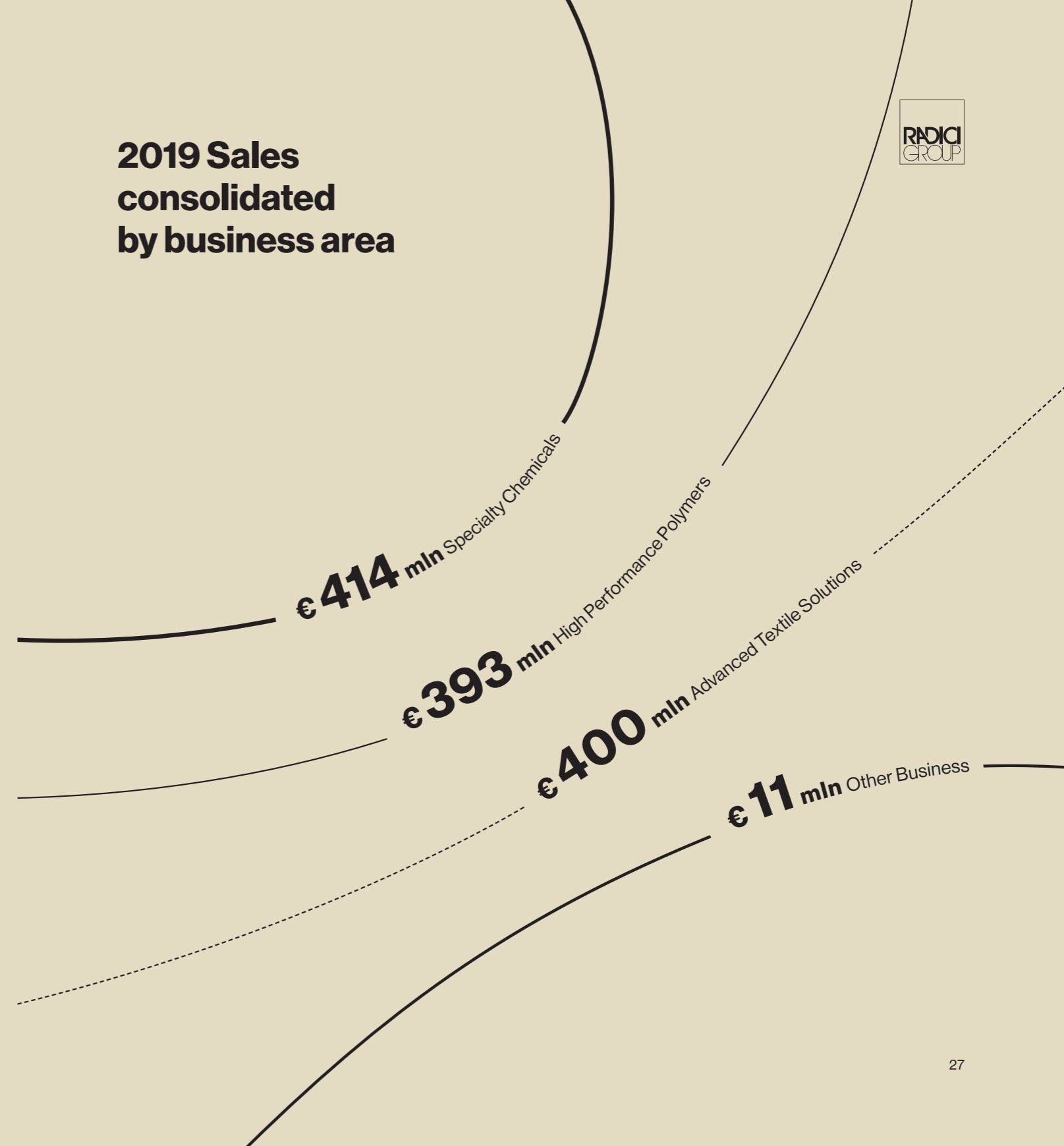


Organizational structure

RadiciGroup



2019 Sales consolidated by business area



RadiciGroup products and sectors served

RadiciGroup products are present in every aspect of everyday life. Their properties – durability, performance and, in many cases, sustainability – make them the ideal choice for customers all over the world.

Below is an overview of the main products and their respective application sectors.



Apparel



Electrical and Electronics



Automotive



Interiors



Medical



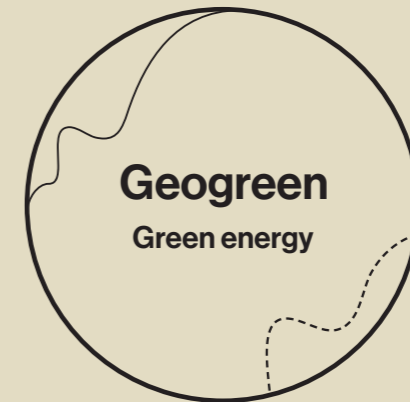
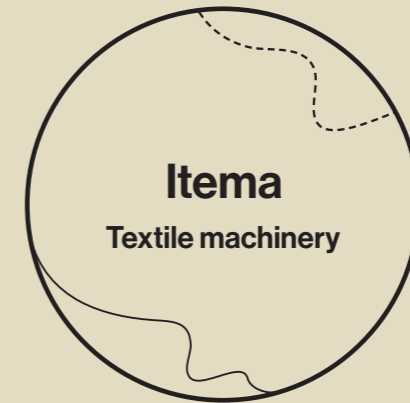
Industrial



Sports

RadiciGroup: one group, multiple worlds

RadiciGroup is a structured and multifaceted reality that, in addition to its core businesses described above, **is also part of a larger industrial organization** that includes textile machinery (Itema), energy (Geogreen) and the hotel (San Marco) businesses. **RadiciGroup is also the Heart Sponsor of Atalanta B.C.**



A Sustainability story

There are **the milestones of a story that evolves every day** and that feeds RadiciGroup sustainability strategy.



To Be Glocal,
Global Thinking,
Local Action.

1997

RadiciGroup
published its first
“**Social Report**”.

2004

The **Global Reporting Initiative**
model became the
reference framework for the
Group’s Sustainability Report.

2012

Radici Novacips
and Radici Fil achieved
EPD certifications
for their products.

2015

RadiciGroup published
its third party-certified
Sustainability Report
in conformity with the most
advanced **GRI Standards**.

2018

2003

RadiciGroup subscribed to the
Responsible Care® protocol.

2010

The Group began performing
Life Cycle Assessment
on its products.

2013

The first **Product
Category Rules
(PCR)** drafted
by RadiciGroup
became industry
standards for
the textile fibres and
engineering
polymers industries.

2014

RadiciGroup, through Radici Chimica
SpA, became the first chemical group
in Europe to obtain **OEF (Organization
Environmental Footprint)** and **PEF
(Product Environmental Footprint)**
certificates of conformity.
The first **Ecodesign** projects were
launched and Radici Novacips SpA
obtained **EPD Process Certification**.

2020

RadiciGroup invested in
innovation and the **circular**
economy and continued to
work towards the **creation
of value** added shared with its
stakeholders.

Stakeholder

Environment	Competitors
Trade associations	Suppliers
Group companies	Banks and insurance companies
Shareholders	Workers
Board of Directors and management	Media
Customers	Academic and research institutions
Communities	Control and monitoring bodies
Local communities	Trade union organizations

The principles underpinning the relationship between RadiciGroup and its Stakeholders:

- **Collaboration** to create durable value.
- **Sharing** goals for social, economic and environmental sustainable growth.
- **Transparent** relationships and **respect** for the roles of all stakeholders and their operating context.

Sustainability Strategy today

- Personal engagement of RadiciGroup shareholders in social and environmental issues.
- Management style characterized by **economic non speculative choices**.
- **Protection of employment** as an absolute principle.
- **Investments** in sustainable product and process innovation.
- Sound cooperation with all the stakeholders.
- A virtuous system for the **creation of value added** with redistribution of this value favouring the Group's workers.

Creating value for the entire value chain

RadiciGroup commitment is to create **durable, safe, high-performance products**, with **limited and measured impact**, undoubtedly constitutes a competitive advantage for RadiciGroup and significant added value for the entire value chain.

In this sense, a fundamental contribution to product sustainability is made by continuous codesign and engagement projects carried on by the Group on a regular basis in collaboration with Customers and Suppliers.

Creating value for the environment

To us, creating **value for the environment means protecting** it every day, with really sustainable ideas and solutions. Here are our milestones:

- A strong policy **aimed at decoupling** the use of resources, **from economic growth**.
- Attention to the **climate change** issue.
- A strong will to implement ever greater **circularity** for products and processes.
- **A risk-based approach** that ensures that rigorous analysis and monitoring are conducted at all Group sites, as part of their management systems, and that improvement in performance is continuous.

Creating value for workers

Teamwork, working seriously, but serenely, towards a common goal. RadiciGroup was born in its territory, has been growing over time while creating wealth and jobs, **always investing in people**. People embody RadiciGroup belief made of performance, ethics, and the pursuit of continual improvement.

Creating value for local communities

Offering **employment** possibilities, contributing to preserving the **know-how** and **continuity of their production chains** in the various regions. To RadiciGroup this means having a positive social impact on its territories.

RadiciGroup intends to support specifically the **younger generations**, to enable them to count on employee and growth opportunities in their communities of origin.

RadiciGroup materiality and sustainability matrix.

The RadiciGroup materiality matrix **explains how sustainability was concretely incorporated into the daily operations at RadiciGroup.**

The material topics are those environmental, social, economic and product issues that are of absolute relevance to the Group and its Stakeholders.



RadiciGroup materiality matrix - topics

Environmental Development	Energy
	Emissions
	Water
	Waste
	Raw materials
	Product sustainable innovation and measurement of product environmental impacts
Social Development	Employment
	Occupational health and safety
	Employee training and education
Economic & Management Development	Economic performance
	Customer satisfaction
	Compliance
	Certifications and integrated management systems

Creating value for the Value Chain



Google Earth

A quality-based value chain, also for the environment

Our value chain is made of values before being made of products. **it is made of dialogue and constant collaboration** with our Suppliers, our Customers all our Stakeholders.

Our value chain looks at the **future of our planet** to create high quality, sustainable products **for the good of all**.



RadiciGroup product sustainability story comes from afar



For over
30 years

we have been producing
polymers from pre-consumer
recycled material

For the last
20 years

we have been
using green energy
for production

For over
15 years

we have been
using materials recovered from
end-of-life products

Today, RadiciGroup's low environmental impact products are developed and produced, while focusing on the following commitments:

- To develop new concepts through **innovation**, particularly circular, process and product innovation.
- To **rationalize** the use of raw materials, choose renewable energy sources and reduce scrap and waste.
- To **measure the impacts** using scientific methods, so as to ensure the Group can make sound decisions and act with transparency in the market.
- To **consider product end of life** from the beginning of product development, fostering the use of raw materials with low environmental impact and better recyclability, coupled with formulations that consider the entire life cycle in terms of high durability, performance and potential recycling with high added value.
- To **optimize** processes thanks to targeted investments.
- To work with suppliers, customers, associations and partners towards a **sustainable production chain**.

Why choose RadiciGroup low-environmental impact products?

Because **they are all recyclable**

Because many of them are:

Manufactured using **recycled materials** to reduce the use of valuable virgin raw materials and give new life to pre - and post-consumer scrap.

Solution-dyed, thus reducing water, energy and emissions.

Manufactured using **green energy**, which decreases dependence on fossil fuels.

Bio-based or manufactured, entirely or in part, from **natural raw materials**, made from vegetable sources that do not compete with plants cultivated for food.

RadiciGroup low-environmental impact products

Product	Business Area	Green energy	Bio-based	Solution-dyed	Recycled	Recyclable
Radipol®	Specialty Chemicals	●				●
Radipol 6.10®	Specialty Chemicals		●			●
Heramid®	High Performance Polymers	●			●	●
Radilon®	High Performance Polymers	●				●
Radilon D®	High Performance Polymers		●			●
Renycle®	Advanced Textile Solutions	●		●	●	●
Repetable®	Advanced Textile Solutions			●	●	●
Responsibile™	Advanced Textile Solutions	●		●	●	●
Radilon®	Advanced Textile Solutions	●		●		●
Radifloor®	Advanced Textile Solutions	●		●		●
Biofeel®	Advanced Textile Solutions		●	●		●
Dorix®	Advanced Textile Solutions			●		●
Radyarn®	Advanced Textile Solutions			●		●
Starlight®	Advanced Textile Solutions			●		●
Dylar®	Advanced Textile Solutions	●		●		●

Transparency has a significant impact

A **transparent, replicable and scientific quantification** of life cycle environmental impacts is essential to qualify the products illustrated above as sustainable.

In matters of product environmental communication, the Group's job is facilitated most of all by the **ISO standards governing environmental labelling.**

In particular, for the High Performance Polymers and Advanced Textile Solutions Business Areas, the registered and public Environmental Product Declarations (EPDs), based on Life Cycle Assessment (LCA) studies, completed and prepared according to the related product rules, aid the **Group in maintaining a high level of transparency.**

LCA

(Life Cycle Assessment)

The LCA method has been employed by the Group for all of its main polyamide and polyester based products since 2010, and each product **has been examined over the entire life cycle to fully reveal its interactions with the environment.** LCA data are used by the Group, both to simulate the potential environmental impact of a new product in the pre-industrial phase and as a basis for creating an Environmental Product Declaration (EPD) and calculating the Product Environmental Footprint (PEF).

EPD

(Environmental Product Declaration)

An EPD, issued by a company running an ISO 14025-certified EPD process, **communicates the environmental performance of a product.** As of today, EPDs have been developed and published by the RadiciGroup High Performance Polymers and Advanced Textile Solutions Business Areas. All EPDs are published online on a dedicated site operated by an EPD programme operator. For this service, the Group has chosen the International EPD® System, one of the world's most reputable EPD programme operators.

PEF

(Product Environmental Footprint)

The Product Environmental Footprint (PEF) is a methodology, promoted by the European Union, **that establishes the rules for calculating, assessing and communicating the environmental performance of goods and services to stakeholders.** PEFs have been issued by the RadiciGroup Specialty Chemicals and Advanced Textile Solutions Business Areas.

Case History

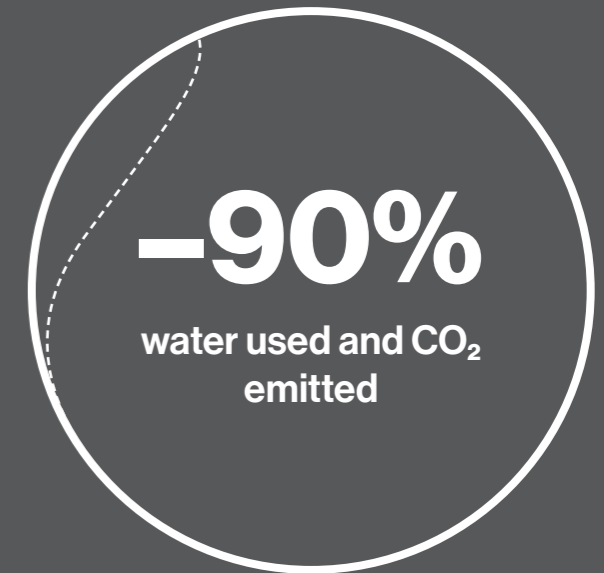
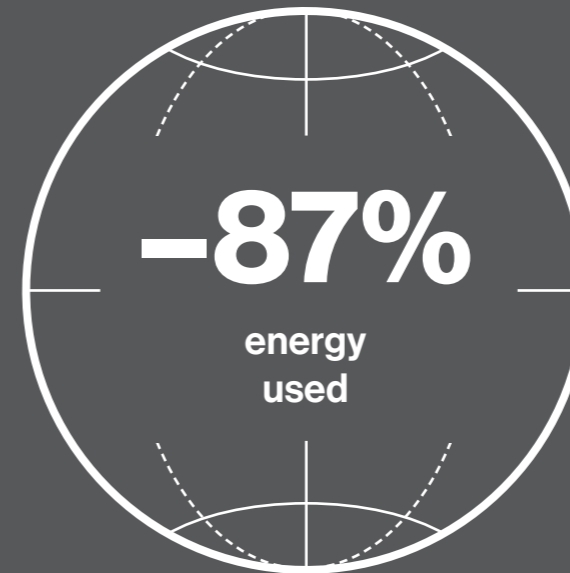
Renycle®: an inexhaustible source of stories

This is a story you have never heard. A story that begins anew again and again, but each time with a different ending. It is the story of **Renycle®**, a **yarn range obtained from recycled nylon**, which enters RadiciGroup limited impact product portfolio at the end of 2019.

It is an optimal solution for textile-fashion, interior and automotive applications and **boasts extremely advantageous environmental performance compared to virgin PA 6 polymer.**

According to the first internal measurements, Renycle® polymer **saves more than 87% of energy and 90% of water, while achieving the same performance in terms of quality as its virgin counterpart. In addition, CO₂ emissions are reduced by almost 90%**, a record result that fulfills the commitment to fight climate change, a battle in which RadiciGroup has long been at the forefront.

This product is also **100% recyclable at the end of its life** and reduces the need to use new raw materials of fossil origin. As a result of thirty years' experience in the recovery and valorization of process scrap and waste, which has made RadiciGroup a leader in the world of engineering polymers, the Group is now becoming a major player in the field of sustainable textiles.



Circular economy: sustainability at 360°

The circular economy is a new way to design, produce and use things and services within the boundaries of our planet, its resources, limitations and opportunities. **It is conceptually and operationally a regenerative approach that RadiciGroup applies in its business model, which is ever more oriented towards durable high-performance products, made by optimizing the use of resources, enhancing processes, eliminating waste and promoting recyclability** starting at the design stage of the materials.

Today this business model can count on a favourable normative framework, thanks to the EU Circular Economy package and the European Green Deal, as well as a financial context distinguished by big global operators investing in circularity. Most of the sustainability choices of the Group are guided by circularity.

- Is a driver for process and product innovation, especially in the field of **ecodesign** or **design for disassembly**, where RadiciGroup participates, for instance, in projects involving the design of cars or recyclable garments of the future.
- Motivates production and system efficiency through the **reduction of waste and operating costs**, as described in the section of this Report dedicated to environmental performance and use of resources.
- **Fosters industrial synergy**, which already exists among the various Group business areas, opening up broader perspectives, as in the case of the new polymers obtained from recycled materials for the fibres sector, described below in this Report.
- **Provides opportunities for market development in yet unexplored sectors**, thanks to the range of 100% recyclable materials produced by RadiciGroup, its strong know-how in the recovery of engineering polymers, and collaborations with customers and suppliers in projects for the development of monomaterial or homogeneous material applications that can be easily reclaimed at the end of life with no need for disassembly or component separation.
- Is an important lever for transformation and integration of the supply chain, through the use of **renewable source** materials, which are intrinsically circular and regenerative, used to produce many of the Group products and one of the main fronts of innovation.
- **Contributes to the creation** of highly **specialized** and **resilient** local production chains, “light” because they are local and flexible, capable of reacting swiftly in a changing situation, as happened in the production of personal protective equipment for medical use during the Covid-19 crisis and described elsewhere in this Report.
- **Is an element of corporate reputation and reliability**, as the careful design, formulation and manufacture of RadiciGroup products enhance their quality in the eyes of customers and are distinctive features that set the Group apart from its competitors.

Case History

CarE-Service: the car of the future is circular

In recent years, the automotive industry has been undergoing a fundamental transformation with the transition from traditional cars to electric and hybrid vehicles. The European project CarE-Service intends to take up this challenge by **developing business models**, mobility services and technologies based on the circular economy. Specifically, CarE-Service aims at **demonstrating the feasibility of systems that allow for the re-use, remanufacturing and recycling of key components and materials of electric and hybrid vehicles**, leading to the creation of yet non-existing value chains.

The project involves the design and manufacture of two mobile demonstration modules – one for end-of-life disassembly and a second one for testing the disassembled components – each capable of handling at least 50 used vehicles.

RadiciGroup High Performance Polymers, the only producer of raw materials taking part, has participated in the project coordinated by the National Research Council since 2018. The commissioner of the project is the European Commission, which, through the Horizon 2020 programme, finances initiatives of European interest, including eco-sustainability programmes.

In 2019, RadiciGroup High Performance Polymers conducted feasibility studies for the CarE-Service project on the recompounding and reuse of materials from wheel covers and airbags, to obtain secondary raw materials featuring performance characteristics comparable to the post-industrial reference materials. **Owing to its strong know-how in engineering polymers made from recycled materials**, the Group supervised many phases of the recovery process following the disassembly of the components from the cars: cleaning, metal separation, grinding, compounding, testing for mechanical characterization and final quality control.

The preliminary results obtained so far are encouraging and give hope that the tested materials can be used in high value-added engineering applications destined, in turn, to become actors in a new recycling process at the end of their life.

This project (G.A. 776851) was funded within Horizon 2020, a European programme for research and innovation.



Work the system, always. Associations and competitors

RadiciGroup attaches ever-greater importance to being a member of trade, industrial and scientific associations. These organizations cover the whole production chain from upstream to downstream and are an important pre-competitive context, where it is possible to:

- **Develop research projects** and address key present and future challenges collectively, related to products and systems.
- **Share competencies and potential risks** in the development of common solutions to meet new needs arising from the market.
- **Have one's voice heard at the institutional level** and give authoritative support to government bodies in their decision-making and legislative processes, as well as work to build consumer awareness and culture, also together with competitors.

Below a list of special positions held by RadiciGroup in different associations, with special reference to sustainability issues:

- **Responsible Care Italy:** The Group holds the position of president of this voluntary Federchimica [Italian Federation of the Chemical Industry] programme, which has as its objective the sustainable development of the chemical industry worldwide, in keeping with values and behaviour oriented to health, safety and the environment.

- **Italian Circular Economy Stakeholder Platform (ICESP):** RadiciGroup is an active member of the team for the definition of the circular economy indicators used to measure the degree of circularity of systems and companies.

- **Cluster Spring:** RadiciGroup has been a member since the foundation of this technological cluster dedicated to Green Chemistry.

- **Plastics Europe:** RadiciGroup participates in the sustainability working group, among others, within the plastics manufacturers' association, one of the primary points of reference at the European level.

- **CIRFS:** The Group has long had members on the Board of Directors and in the Marine Litter working group, specifically dedicated to research on marine environmental pollution. Furthermore, RadiciGroup holds the presidency of the Statistics Committee and is a member of the Economics Committee.

- **Ellen MacArthur Foundation:** RadiciGroup has been an active member of the "Make Fashion Circular" initiative launched by this prestigious international foundation engaged in strengthening and communicating ideas, strategies and opportunities on the subject of the circular economy.

RadiciGroup memberships in trade and other associations in 2019

ABRAFAS - Associação Brasileira de Produtores de Fibras Artificiais e Sintéticas

AICQ

Association of Plastics Industry

Camera di Commercio e Industria di Neamt

Camera di Commercio italiana in Cina

Camere di Commercio Italo-Ceca

CEFIC - European Chemical Industry

Chemie Wirtschaftsfoerd GMBH

CIESP - Centro das Indústrias do Estado de São Paulo

Cirfs

Comitato Elettrotecnico Italiano

Confindustria Bergamo

Confindustria Novara -Vercelli -Valsesia

Edana

Ellen MacArthur Foundation

EPCA -European Petrochemical Association

Federazione Patronale Tessile

Federchimica

Assofibre

IBIS - Consorzio per la Chimica Sostenibile

ICESP-Italian Circular Economy Stakeholder Platform

IHK (Industrie- und Handelskammer)

Nordostchemie

OMA - Ohio Manufacturer's Association

PINFA - Flame Retardants Association

Plastics Europe AISBL (BE)

Plastics Europe Italia

Proplast

Quantis

SINDTEXTIL - Sinditêxtil Sindicato Indústria Fiação Tecelagem Estado São Paulo

Sistema Moda Italia -Tex Club Tech

Spring

Tessile e Salute

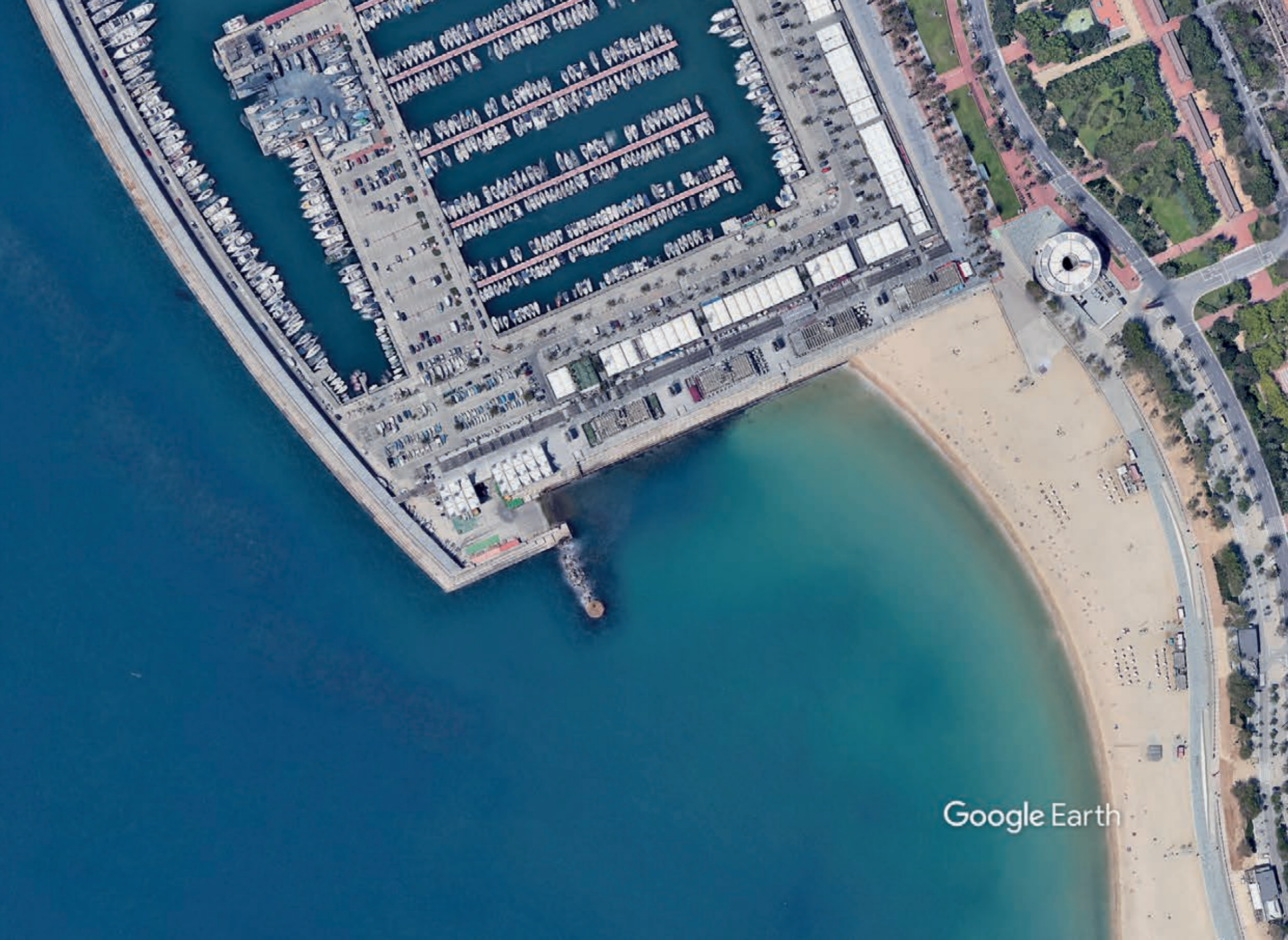
Tecnici Materie Plastiche

Uniplast-Ente Italiano di Unificazione delle Materie Plastiche

VTB: Verband der Bayerischen textil und Bekleidungsindustrie

Wadsworth Chamber of Commerce

Creating value for the Environment



Google Earth

To us every day is the World Earth Day

In the social media calendar, April 22 is the World Earth Day.

To us, this celebration occurs every day, since we devote to the Earth all effort, attention and dedication in order to produce more responsible and sustainable products.

Every idea of ours is focused on the Earth and the environment. Thanks to this, all our materials are recyclable, and every year we reduce our emissions and increase the use of renewable sources.

The Earth is our home and this is our way to celebrate it every day, to make it a better, safer and welcoming place for generations to come.

Sustainability, in facts

€ 7,6 million

environmental investments made in 2019

for the introduction of best available techniques, increasing energy efficiency, emissions abatement, and research and development of limited impact processes and products.

€ 3,3 million

environmental management and protection costs

(such as certification, waste disposal and water treatment costs) at Italian companies.

We decouple resource consumption from economic growth.

In our production sites the use of raw materials, water and energy is curbed thanks to plant efficiency, and the Best Available Techniques.

Resources, nothing is more precious.

We make the best use of raw materials, reduce the amount of waste and scrap, recover and recycles waste whenever it cannot be avoided, and we constantly work on the quality, durability and performance of its materials, which are all recyclable.

Light for the environment, transparent in communication.

We communicate our activities and achievements in our Sustainability Report and through all available internal and external communication channels.

The future of energy is today.

We promote energy transition by using renewable source energy.

The environment as a privileged stakeholder.

We protect it through its strategies, investments and concrete, targeted actions.

Eco-design, safe and responsible.

We engage in the ecodesign of reduced-impact products, which are safe for the manufacturer, the user and the environment.

Less emissions, more innovative products.

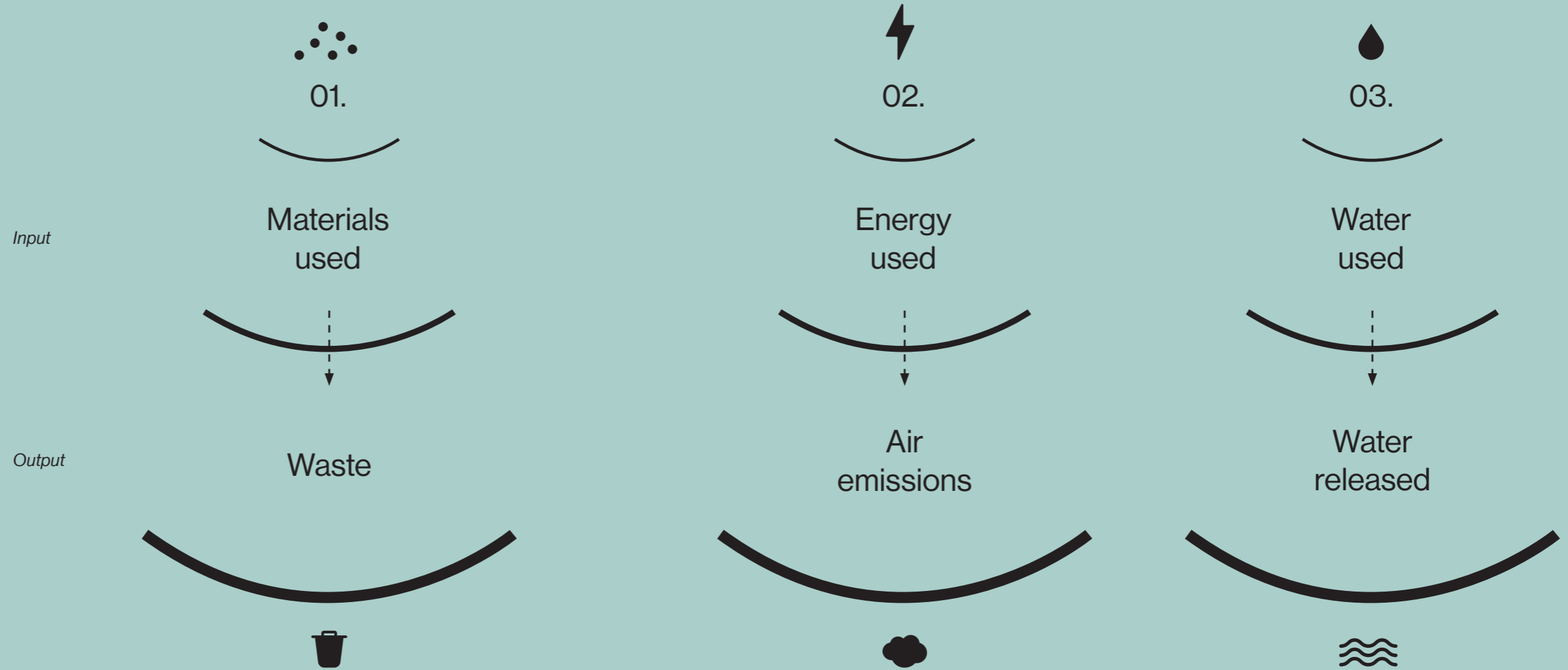
We fight climate change by reducing emissions and introducing innovative products with a smaller carbon footprint.

Achievements which help to improve.

We constantly measure the performance of all production sites, with a view to achieving continuous improvement and reducing environmental risks.

Achievements

The following sections provide an overview of RadiciGroup's environmental results grouped by complementary data **inputs** (received from the environment) and **outputs** (delivered to the environment).



01. Materials used

The materials we use are our new resources

As a result of the improvement in process efficiency, together with the investments in **best available techniques** (BAT) and the policy of continuous improvement, the figures for materials used **show a decrease of 65,052 tons during the last three-year period**.

Focusing on direct materials, the figures **show an 80.9% increase in the renewable component**: in fact, the percentage goes from 0.29% in 2017 to 0.33% in 2018 and 0.52% in 2019. This result is due to the **expanded offering of biopolymers**, as described in the sections of this Report dedicated to the topic of innovation.

For packaging materials, on the other hand, the percentage of **renewable materials** to the total has remained constant at around **83%**.



GRI 301-1 Materials used by type and weight

Materials used by type		2017	2018	2019
t	Direct materials*	475,961	475,195	413,515
t	Accessory materials	2,547	2,699	2,349
t	Packaging**	18,482	17,479	16,075
t	Total	496,991	495,373	431,939
Non-renewable materials				
t	Non-renewable direct materials	474,604	473,618	411,383
t	Non-renewable accessory materials	2,547	2,699	2,347
t	Non-renewable packaging**	3,334	3,166	2,696
t	Total non-renewable materials	480,485	479,483	416,426
Renewable materials				
t	Renewable direct materials	1,357	1,577	2,132
t	Renewable accessory materials	0	0	2
t	Renewable packaging**	15,148	14,313	13,379
t	Total renewable materials	16,505	15,890	15,513
% renewable packaging** to total packaging		82.0%	81.9%	83.2%
% renewable direct materials to total direct materials		0.29%	0.33%	0.52%
% renewable materials to total materials		3.32%	3.21%	3.59%

* Intragroup flows of raw materials are excluded from this disclosure, since they are not resources drawn from outside the Group.

** The percentage of renewable packaging increased for all three years in the table, compared to what had been reported in the past, because some packaging had erroneously been considered non-renewable

01. Waste

Too valuable to be called waste

Regarding waste, all RadiciGroup companies work to contain the generation of scrap and waste through rigorous process management.

Procedures for waste identification, sorting and storage have always been in place at all Group sites, in compliance with current legislation and voluntary standards.

Concerning the Group policy for waste containment and recycling, described in detail in numerous chapters of this Report, the Group's **performance improved compared to the two previous years**. In particular, the values of the intensity ratio, waste per ton produced (which does not include waste from restructuring), **went from 9.76 kg/t to 8.85 kg/t (-9.3%)**.

In absolute value, non-hazardous waste (former by-products) **directed to recovery increased (+45.4%)**. This waste is, in fact, a precious resource for the High Performance Polymers Business Area and the Advanced Textile Solutions Business Area, in line with the RadiciGroup pre-consumer recycling strategy. Correspondingly, **process waste directed to external treatment decreased (-19.3%)**.



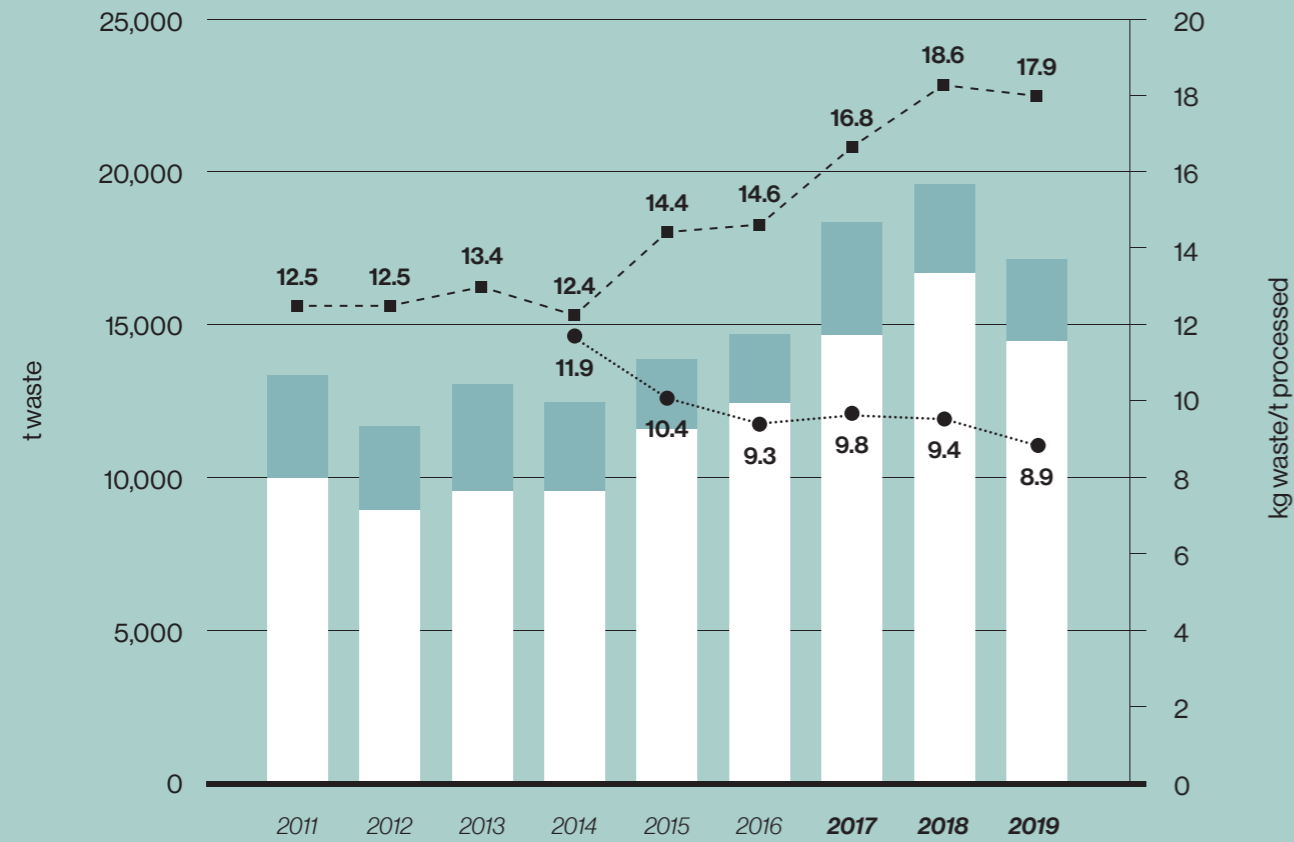
GRI 306-2 Total waste by type, disposal method and weight*

	2017	2018	2019
t Total	17,988	19,365	17,015
t Total hazardous waste	3,121	2,490	2,591
t Hazardous waste directed to recovery	331	540	690
t Hazardous waste directed to disposal	2,790	1,950	1,901
t Total non-hazardous waste	14,867	16,875	14,424
t Non-hazardous waste directed to recovery	12,150	14,817	12,935
t Non-hazardous waste directed to disposal	2,717	2,058	1,489
<i>of which</i>			
t Occasional non-process waste (building renovations, maintenance, etc.)	2,094	2,104	645
t Non-hazardous waste (formerly by-products) directed to internal recovery	5,477	7,459	7,966
t Process waste directed to external treatment	10,417	9,802	8,404
kg/t Ratio - Process waste per unit produced	9.76	9.41	8.85
kg/t Ratio - Total waste per unit produced	16.85	18.59	17.92

*Based on the documentation held by the Group and provided by the companies in charge of waste management and treatment, it is not possible to give more detailed information as required by the GRI model concerning the actual disposal method.

01. Waste

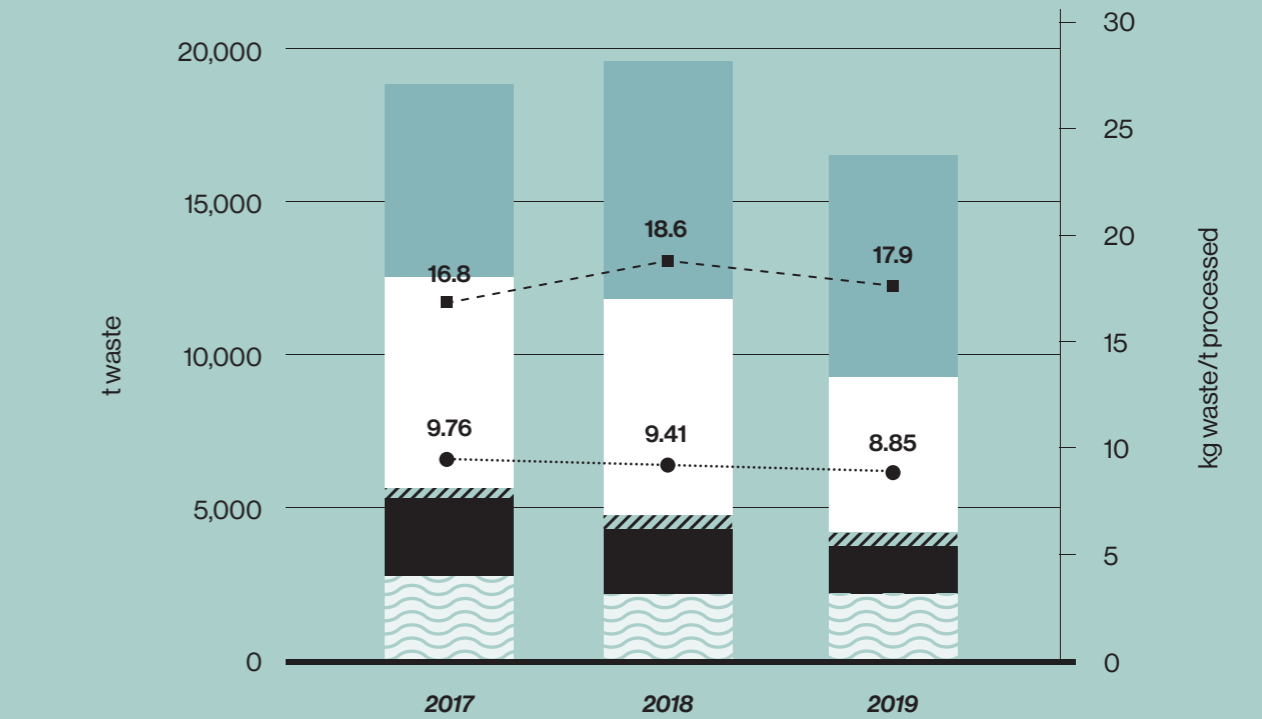
GRI 306-2 Waste by type



Total hazardous waste
 Total non-hazardous waste
 Index- Total weight of waste per unit produced
 Index-process waste per unit produced



GRI306-2 Waste by type and disposal method 2017 - 2019



Non-hazardous process waste (formerly by-products) directed to internal recovery
 Non-hazardous waste directed to external recovery
 Hazardous waste directed to disposal
 Hazardous waste directed to recovery
 Index - total weight of waste per unit produced
 Index-process waste per unit produced

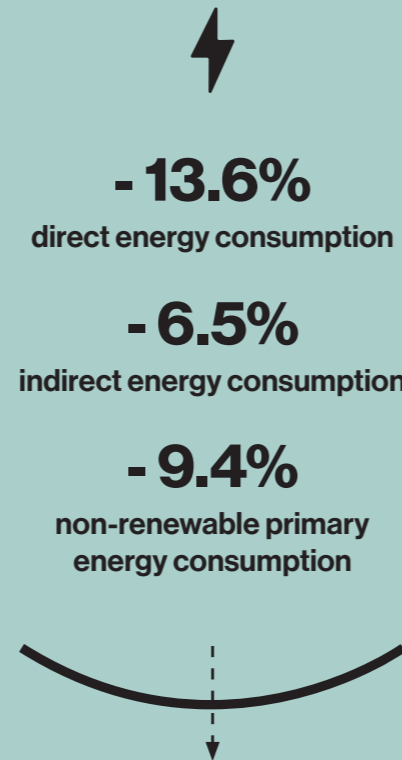
02. Energy

Our footprint is our mark of sustainability

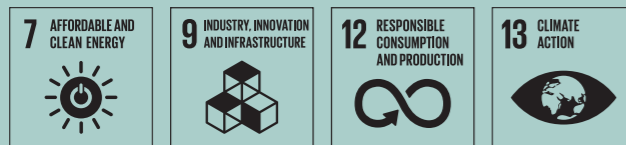
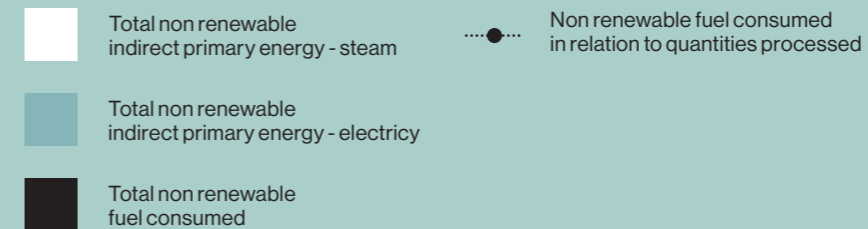
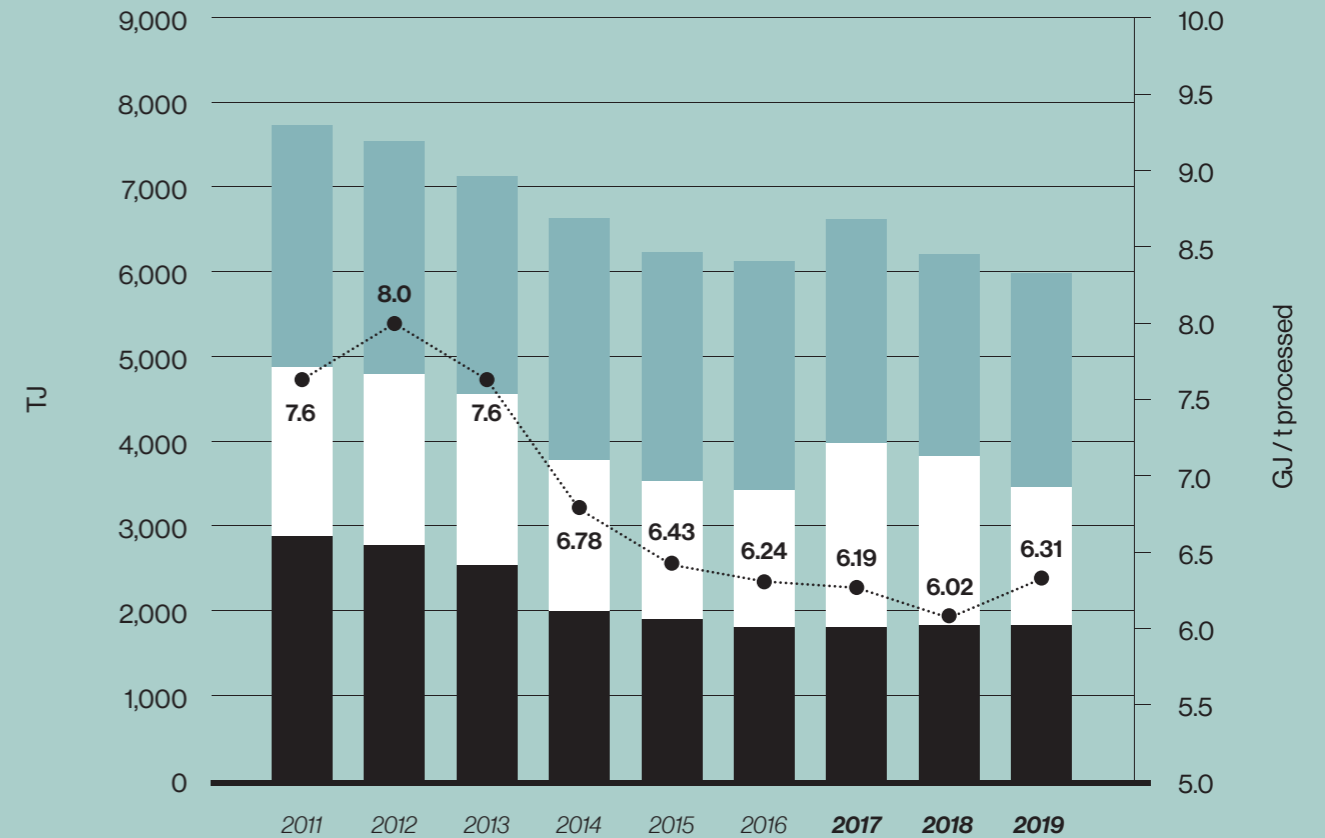
The RadiciGroup carbon footprint mainly consists of the emissions from energy consumption needed to operate its production sites. This is because energy consumption and emissions are closely related.

The Group regularly monitors consumption, carefully chooses energy sources and develops projects for reducing CO₂.

As regards energy performance in 2019, the data for **direct primary energy** consumption show a **decrease** in terms of both absolute value (-13.6%) and per unit produced (-2.8%). Furthermore, concerning **indirect energy**, the figures show a **decrease** in consumption in absolute value equal to 6.5%, a value that reaches 9.4% when taking into consideration the consumption of non-renewable primary energy (direct + indirect). The ratio showing the latter quantity per unit produced reports a 1.9% increase, attributable to the lower quantities produced and to the lower production efficiency caused by unscheduled plant stops.



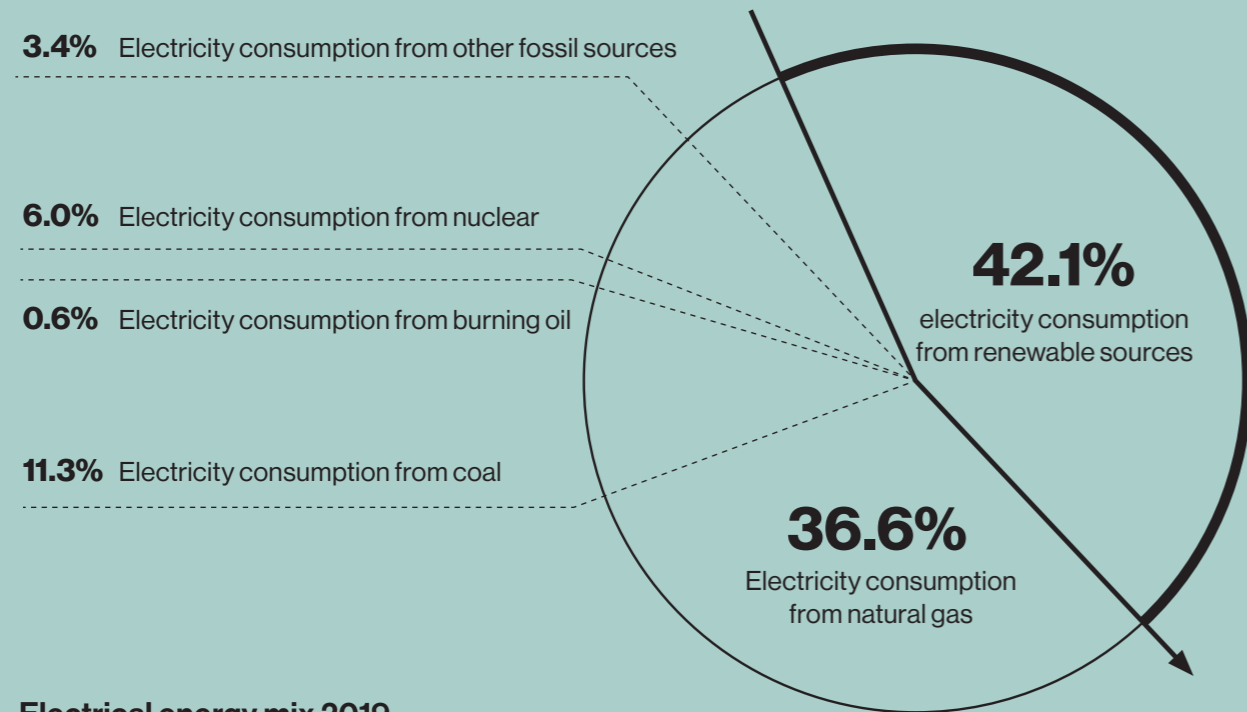
GRI 302-1 Total Primary Energy Consumption within RadiciGroup
(from fossil sources)



02. Energy

Our footprint is our mark of sustainability

GRI 302-1 Electric energy mix



Electrical energy mix 2019

Regarding electrical energy, the energy mix data for the year 2019 demonstrate that the **renewable source** energy component remained stable at **42.1%**, a considerably high level. As always, numerous Group sites are powered entirely, or in large part, with **green energy**. In Italy, a number of sites rely on the **hydroelectric energy provided by the supplier-partner Geogreen**.



Companies using 100% or mostly Renewable source energy:

100%

Companies using 100% green energy

- Radici Novacips - (Villa d'Ogna) Italy
- Radici Novacips - (Chignolo d'Isola) Italy
- Radici Plastics - Brazil
- Radici Plastics - Germania
- Radici Yarn - (Ardesio) Italy
- Radici Partecipazioni (Gandino) - Italy

Plants using 100% green energy

- Polimerizzazione Radici Yarn (Villa d'Ogna) - Italy
- Polimerizzazione Radici Fil (Casnigo) - Italy

80%

Companies using 80% green energy

- Radici Fibras - Brazil

02. Emissions

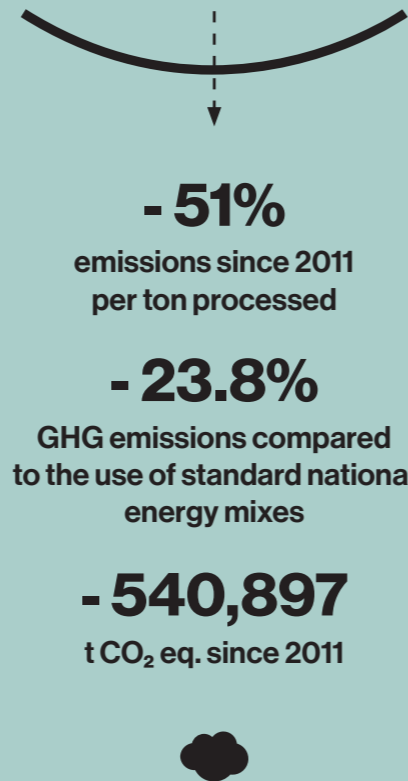
We aim low only when our target is emissions

Since 2011, the year of the first Report certified according to the GRI model. Since 2011, **emissions per ton produced have decreased by 51%**.

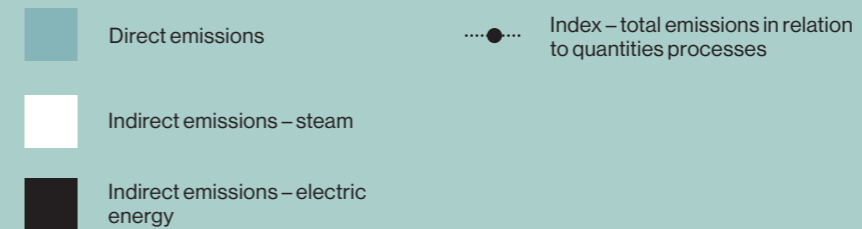
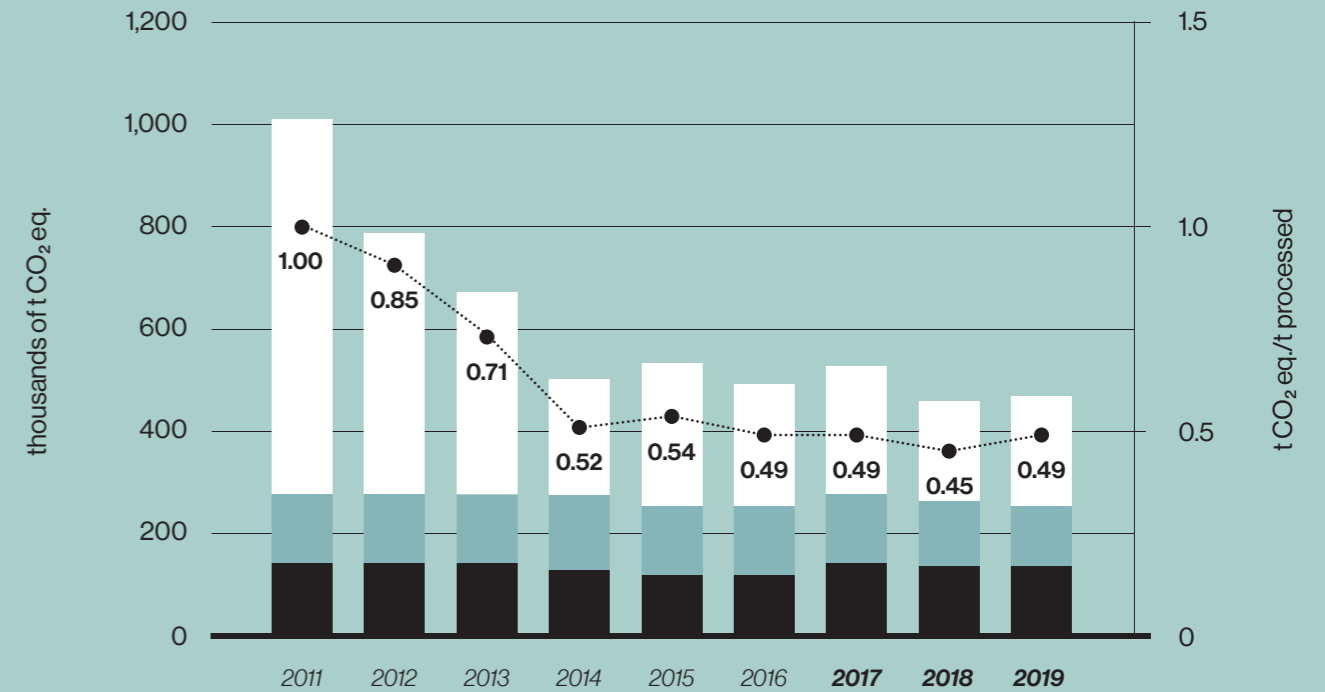
This achievement was possible thanks to the choice of Best Available Techniques and an energy mix with a relevant portion of renewable sources.

In 2019, the benchmark comparing the standard **energy mixes** available nationally with the mix selected by the Group for its business activities remained very favourable.

The specific choices made in favour of **green electricity or lower impact fuels have enabled RadiciGroup sites to emit 23.8% less** greenhouse gas than they would have, if they had used the national energy mix available to them. This percentage value was obtained by calculating the emissions on the basis of both the actual mix of the Group and the national mixes of the individual countries where the plants within the reporting boundary are located (data source www.iea.org – reference year World Balance 2018).



GRI 305-1 / GRI 305-2 RadiciGroup Emissions

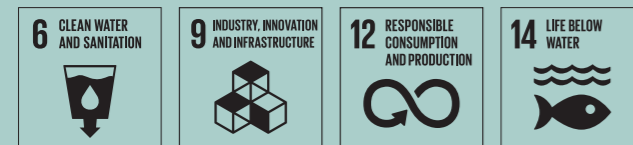
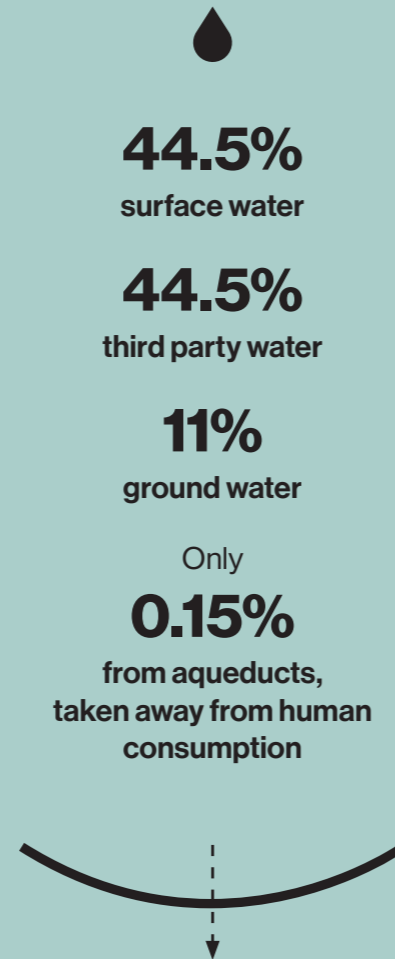


03. Water used

Saving water is our second nature

Water is precious for our life, and it is equally precious for RadiciGroup, since it is essential for cooling purposes in plants. All the ancestral companies of the Group are located in Northern Italy, an area characterized by good water availability in the form of surface water and groundwater, which has always been considered a strategic factor for local development.

The Group uses little or no water in its products and does not create long-term water reserves for its production activities that could deprive local communities of their water supply. The same water is used several times within the plants for cooling purposes, then treated in accordance with the legislation in force in the various countries in which the Group operates and, finally, is returned intact to the environment, mainly into surface streams.



GRI 303-3 Water withdrawal by source

		2017	2018	2019
ML	Total*	91,564	86,464	86,029
ML	Total surface water	36,507	35,481	38,279
ML	Other water	0	0	0
ML	Freshwater	36,507	35,481	38,279
m ³	from rivers/canals	36,041,554	35,013,017	37,755,178
m ³	from springs	465,195	468,049	523,829
ML	Total groundwater	10,206	9,477	9,436
ML	Other water	0	0	0
ML	Freshwater	10,206	9,477	9,436
m ³	from wells	10,206,239	9,476,849	9,436,032
ML	Total third-party water	44,851	41,506	38,314
ML	Other water	0	0	0
ML	Freshwater	44,851	41,506	38,314
m ³	from aqueducts	171,948	155,355	135,576
m ³	from utilities	44,678,576	41,350,964	38,178,805

*For sites where the quantity of water discharged is not measured, such quantity is set equal to the water withdrawn. Similarly, in those cases where only water discharged is measured, the water withdrawn is generally set equal to the water discharged..

03. Water released

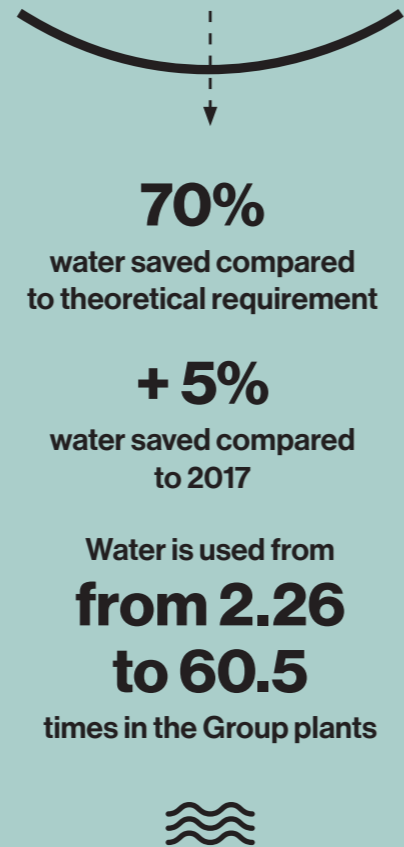
At the source of recycling

In this scenario, recycling remained the key element of the Group's water policy, thanks to which the percentage of **water saved was equal to 70%** (+5% compared to 2017), i.e., a **saving ratio of 1.7**.

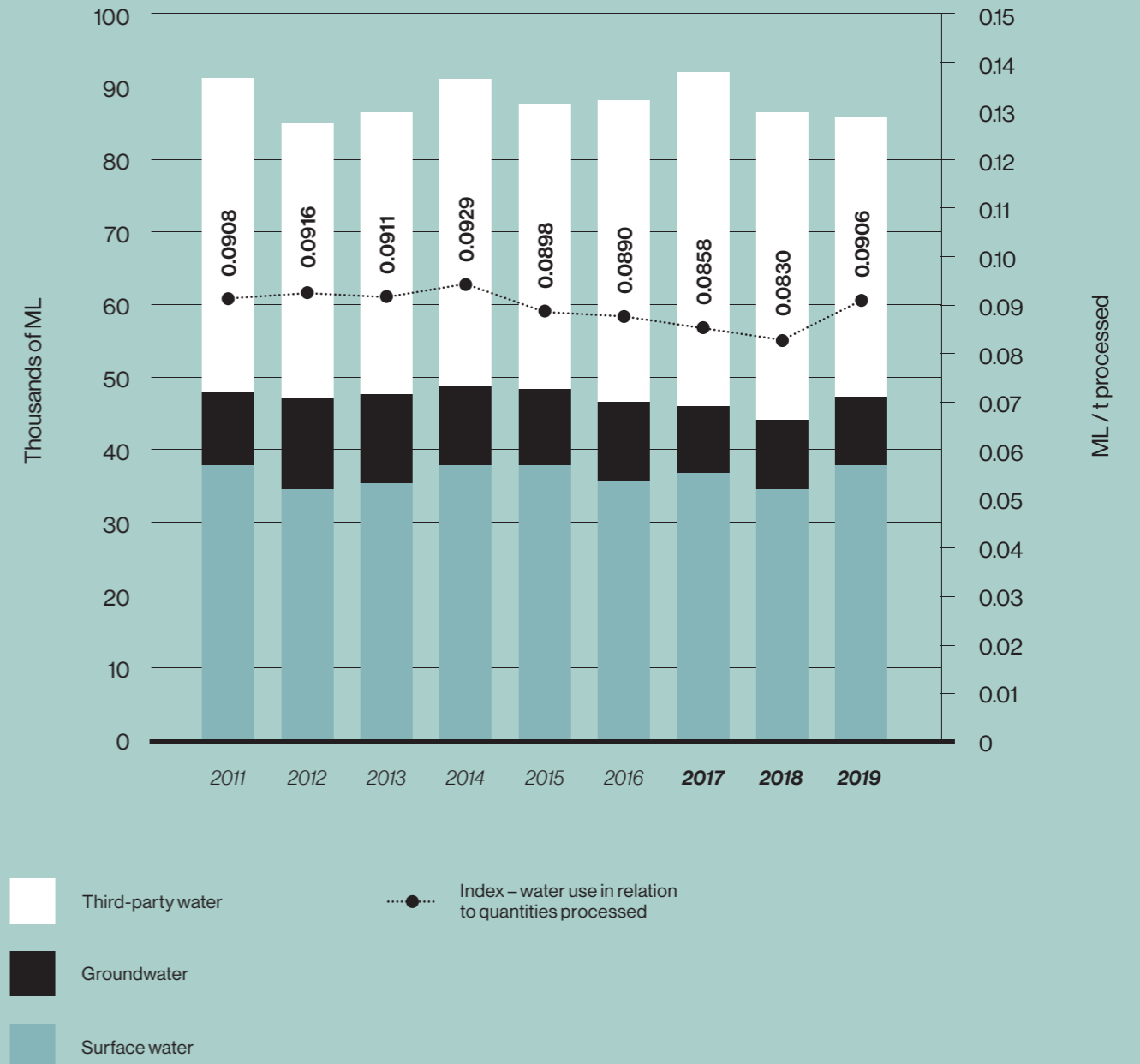
The Group recycling percentage would jump to **126%** (with a **saving ratio of 2.26**), if the **German company Radici Chimica Deutschland GmbH** were excluded from the overall reporting boundaries. In reality, the German site recycles water outside its own site.

Thus, the recycling is "external" and, as such, is entered as 0% in the indicator (saving ratio of 1). **The German company draws water from a water loop managed by the industrial park where the company is located, which also performs water recycling.** Now, if Radici Chimica Deutschland itself were considered to encompass the **recycling handled by the industrial park**, the water saving would be 5,950%, with residual water withdrawal from the environment that is 60.5 times less than the theoretical requirement and is almost entirely used to replenish the water evaporated and the cooling tower blowdown.

At RadiciGroup water is re-used from a minimum of 2.26 to a maximum of 60.5 times.



GRI 303-3 Water withdrawal by source



Case History

Cogeneration at Novara: Novel and Geogreen a partnership for sustainable energy

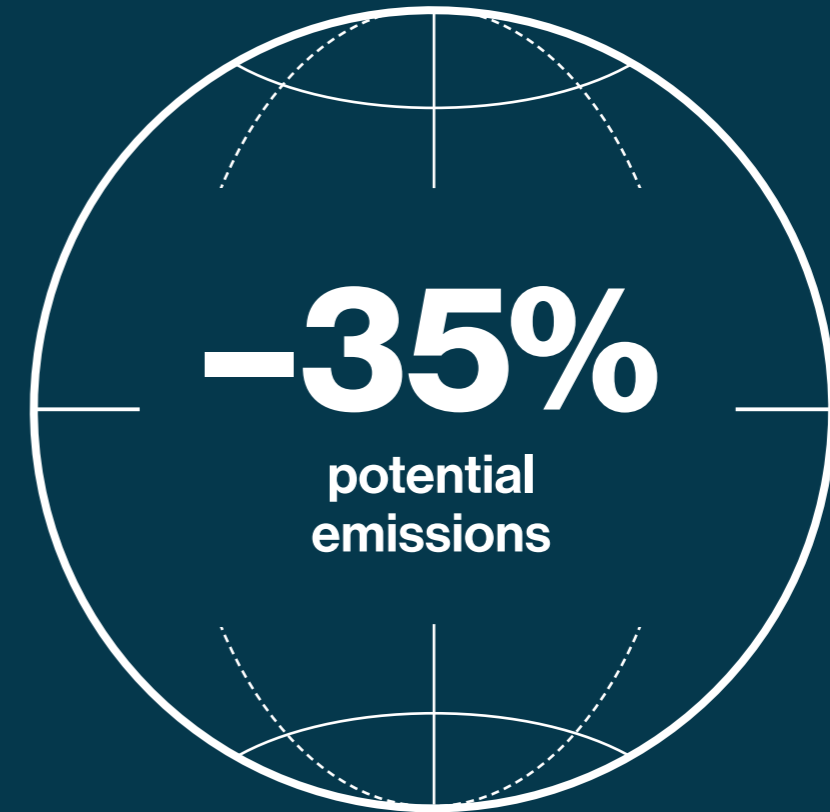
The story you will read is about sustainability, efficiency and performance.

Three words which describe the **modernization of the Novel SpA thermoelectric power plant in Novara**, 49% owned by Geogreen, RadiciGroup's renewable-source energy supplier.

During 2019, new hardware and software solutions were implemented, aimed at increasing the flexibility and capacity of the plant – which **produces up to 100 megawatts**.

Thanks to the improved performance of the turbine, it was also possible to optimize the production process of Radici Chimica SpA, which receives approximately 80 GWh of the 700 GWh/year of electricity produced by Novel.

Additionally, the revamping of the plant has allowed Radici Chimica to **reduce potential emissions by about 35%**, because of the intrinsic advantages of cogeneration, in addition to the use of advanced technologies and the lower environmental impact of methane gas.



**Creating
value
for Workers**



Google Earth

Team spirit is our best raw material

Feeling part of a strong, tight-knit group, working seriously, but serenely, towards a common goal.

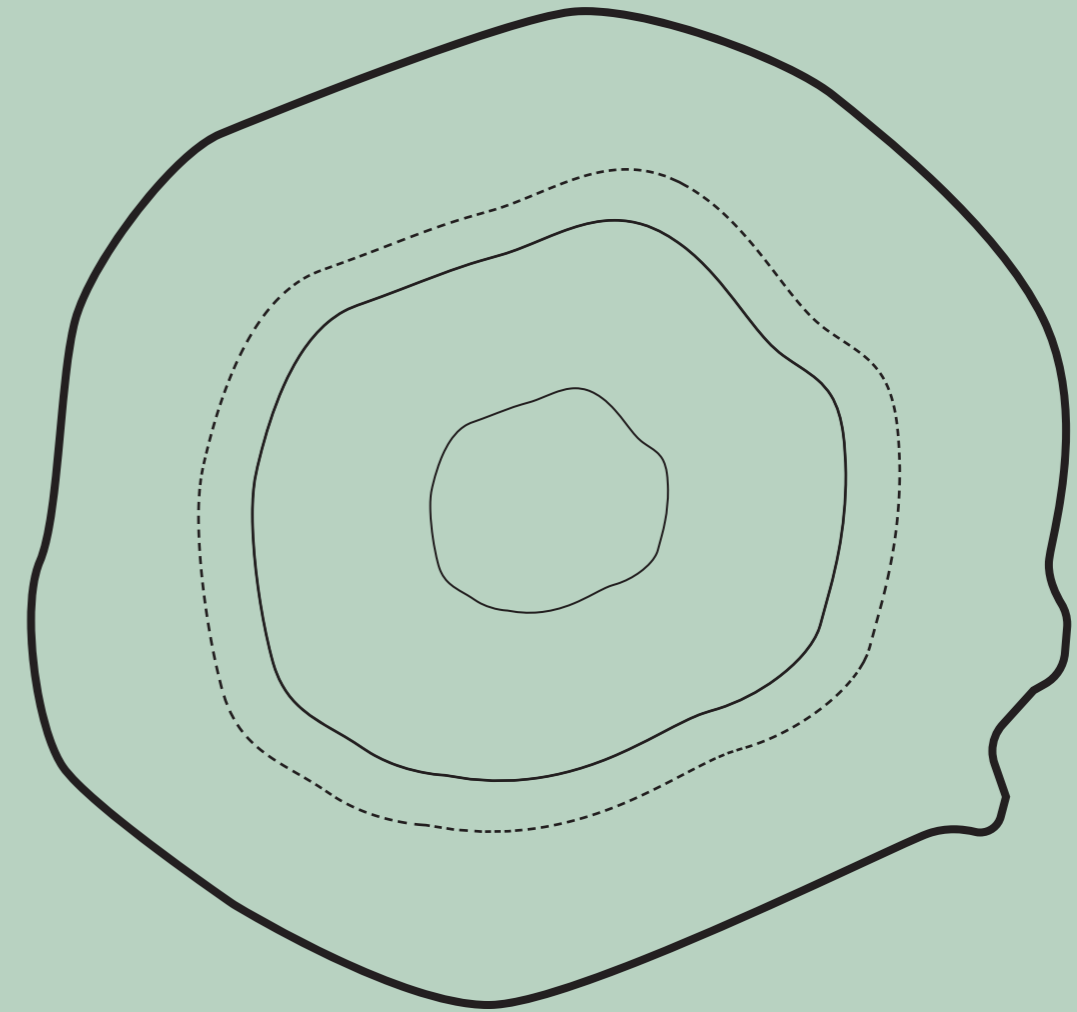
This is the principle underlying the relationship between RadiciGroup and its workers.

Working to us is much more than performing a daily task: is it a valuable element, a way to share a common belief.

This is the spirit we look for in people joining our team.

People have always been our most precious resources.

We will always invest on them for a better future made of performance, ethic values and drive towards continual improvement.



Elements creating value

- **Safeguard employment** as the primary asset with collective, full time agreements.
- **Respect the human rights** of workers everywhere in the world.
- **Protect worker health and safety** by constantly monitoring the effectiveness of risk management processes and providing training on specific health and safety topics.
- Implement continuous and voluntary training programmes that aim at **developing the skills** of each employee in accordance with his/her aptitudes, work duties and professional career.
- Involve workers through **daily dialogue**, and through all the information and communication instruments of RadiciGroup.



The total number of RadiciGroup employees confirmed the **positive trend of the last three years** (+21 employees), with increases, particularly in Italy, Asia and North and South America, thereby substantiating the Group's resolve to grow by investing in people.

A **breakdown of employees by geographical area** shows that about **half** of the employees work in **Italy and half, in the rest of the world**, thus demonstrating the Group's ongoing process of internationalization, not only commercially but also culturally.

GRI 102-8 Employees by region

		2017	2018	2019
Men				
n	Italy	1,250	1,277	1,292
n	Rest of Europe	624	614	597
n	Asia	65	69	70
n	North and South America	288	280	290
Women				
n	Italy	298	311	312
n	Rest of Europe	443	423	418
n	Asia	21	24	26
n	North and South America	64	66	69
Total				
n	Italy	1,548	1,588	1,604
n	Rest of Europe	1,067	1,037	1,015
n	Asia	86	93	96
n	North and South America	352	346	359

The data on RadiciGroup workers and employees are given as of 31 December for each year and are expressed in FTEs (Full Time Equivalents).

RadiciGroup employees by gender, employment contract and employment type

		Men			Women			Total		
		2017	2018	2019	2017	2018	2019	2017	2018	2019
n	Total Employees	2,227	2,240	2,249	826	824	825	3,053	3,064	3,074
	<i>of which:</i>									
n	Permanent contract employees	2,065	2,092	2,146	719	762	768	2,784	2,854	2,914
n	Temporary contract employees	162	148	103	107	62	57	269	210	160
%	Permanent employees to total employees	92.7%	93.4%	95.4%	87.0%	92.5%	93.1%	91.2%	93.1%	94.8%
n	Full-Time (permanent + temporary)	2,198	2,214	2,220	720	709	701	2,918	2,923	2,921
n	Part-Time (permanent + temporary)	29	26	29	106	115	124	135	141	153
%	Full-time employees to total employees	98.7%	98.8%	98.7%	87.2%	86.0%	85.0%	95.6%	95.4%	95.0%

Employees by bargaining agreement type

		2017	2018	2019
n	National collective bargaining agreement	2,146	2,137	2,148
n	Corporate collective bargaining agreement	521	637	627
n	Individual employment agreement	386	290	299
n	Total employees	3,053	3,064	3,074
%	Individual employment agreement	12.6%	9.5%	9.7%
%	Collective bargaining agreement	87.4%	90.5%	90.3%

Our capital, is, above all, human

Balancing the different facets of sustainability. This is the challenge that RadiciGroup has taken on, with the deep conviction that economic, social and environmental interests must be harmonized for the sake of enhancing its corporate reputation and creating a virtuous cycle of improvement in its overall performance.

From an economic point of view, with regard to the creation and sharing of value added, **RadiciGroup has always operated to generate durable growth in corporate profits**. This in order to create work and revenue for its more than three thousand employees, to whom 55% of value added is devoted, **and in favour of the territories where the Group companies have been active** for around 80 years.



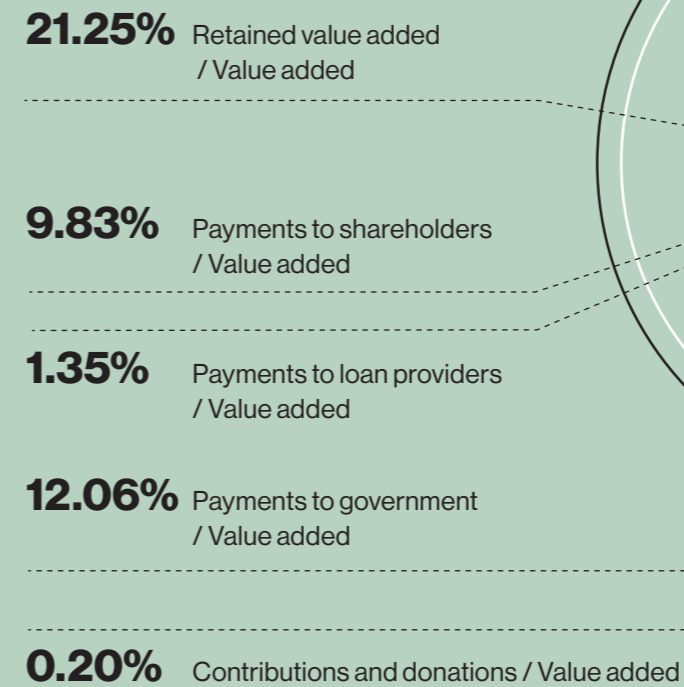
GRI 201-1 Generation of value added

	2017	2018	2019
€ A) Production value	1,164,318,842	1,222,273,814	1,092,185,863
Sales and service revenue	1,146,294,145	1,212,528,918	1,091,177,501
Change in work progress, semi-finished goods and goods inventories	17,814,922	9,020,136	52,085
Change in contract work in progress	-	-	-
Increase in internally generated non-current assets	209,775	724,760	956,276
Other revenue and income	-	-	-
€ B) Intermediate production costs	867,422,758	902,517,466	797,060,960
Raw materials, supplies, consumables and goods for resale	691,480,119	730,444,796	611,032,681
Services	175,835,802	176,591,194	171,448,387
Lease and rentals	5,401,205	5,491,761	5,642,452
Change in raw materials, supplies and goods for resale inventories	(7,591,811)	(12,347,183)	6,959,604
Provision for liabilities and charges	361,174	405,357	200,277
Other provisions	76,341	108,000	15,971
Miscellaneous operating costs	1,859,929	1,823,541	1,761,590
€ Gross value added from operations (A-B)	296,896,084	319,756,348	295,124,902
+/- Additional and extraordinary items	3,755,696	4,016,826	9,985,738
€ Gross total value added	300,651,781	323,773,174	305,110,640
- Depreciation and amortization	41,791,493	43,553,464	45,621,065
€ Net total value added	258,860,287	280,219,710	259,489,575

GRI 201-1 Generation of value added

	2017	2018	2019
€ Personnel wages and benefits	139,538,473	139,889,046	143,530,512
Contract workers	6,622,828	6,709,120	6,670,341
Employees	132,915,644	133,179,926	136,860,170
Direct compensation	106,367,081	106,741,571	110,024,451
Indirect compensation	26,548,563	26,438,355	26,835,720
€ Payments to government	34,177,994	38,415,294	31,288,076
Current taxes	30,229,218	37,501,150	32,044,656
Direct taxes	26,369,692	34,128,382	28,757,519
Indirect taxes	3,859,526	3,372,768	3,287,137
Deferred taxes	4,437,491	1,266,829	(65,623)
Revenue grants	(488,715)	(352,685)	(690,958)
€ Payments to loan providers	2,694,396	3,792,973	3,504,333
Short-term loan interest	2,694,396	3,792,973	3,504,333
Long-term loan interest	-	-	-
€ Payments to shareholders	12,991,285	25,500,000	25,500,000
Dividends (income distributed to shareholders)	12,991,285	25,500,000	25,500,000
€ Retained value added	68,845,420	72,008,872	55,136,155
+/- Changes in reserves	68,845,420	72,008,872	55,136,155
€ Contributions and donations	612,720	613,525	530,500
€ Net total value added	258,860,287	280,219,710	259,489,575

Distribution of value added 2019



Training courses for professional growth

RadiciGroup implements continuous and voluntary training programmes that aim at developing the skills of each employee in accordance with his/her aptitudes, work duties and professional career.

In 2019, total annual training hours per employee (20 hours) remained substantially unchanged compared to previous years, with an increase recorded in North America and South America (+20 hours per employee) and a slight dip at the rest of the Group sites. Training involves many action fronts: updating of individual competencies, approach to leadership, problem solving, quality and certification of management system auditors.

Moreover, in 2019, **sustainability** was included in the **training programmes for employees** in sales, communication, marketing and technical assistance, as well as for new hires, who learned the basics about the Group and the main aspects of its environmental, social and economic policies. **Health and safety** were given special attention; indeed, these topics accounted for **36% of the total number of training hours provided**.

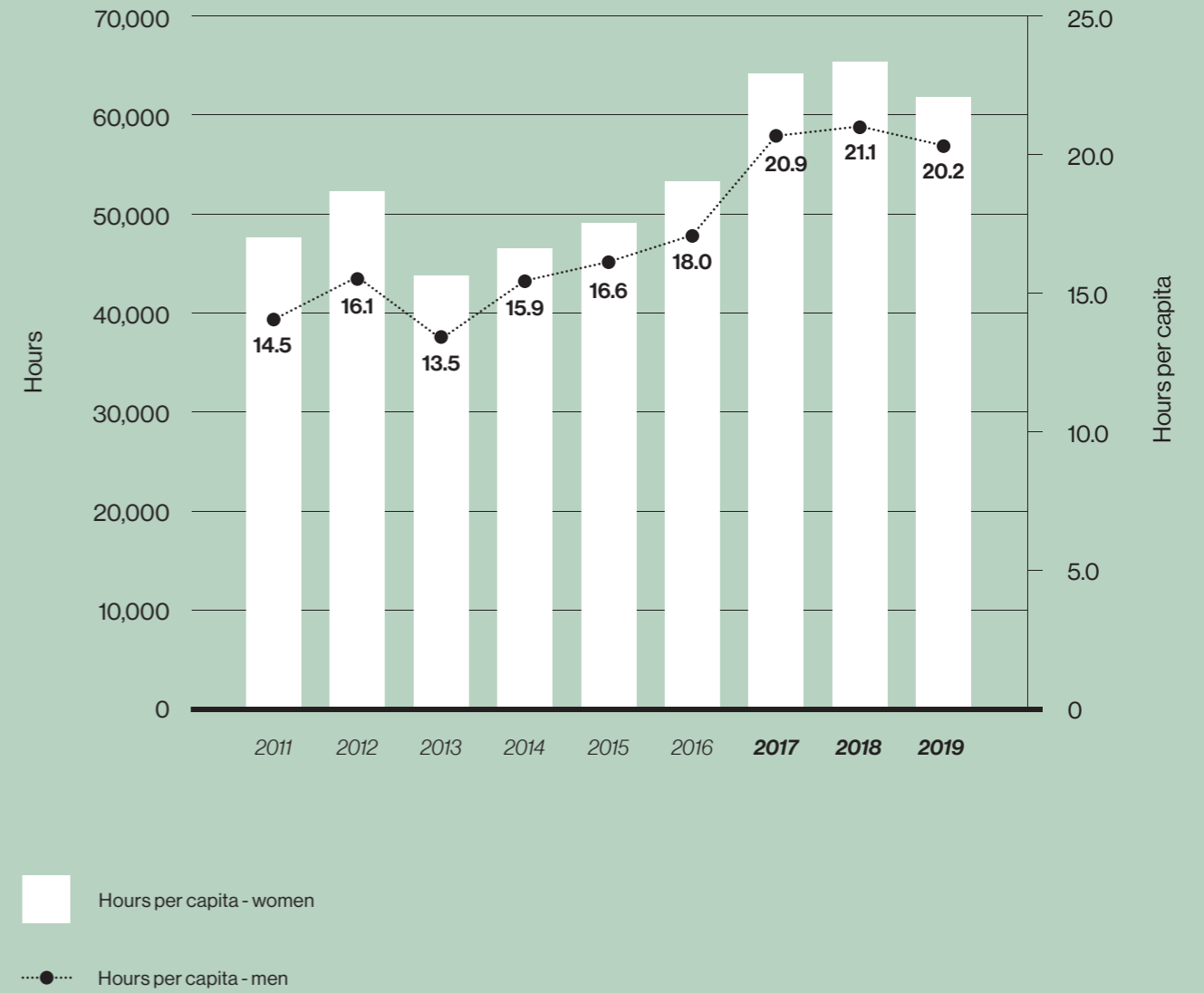


Despite the pandemic of 2020, training activities have not stopped. RadiciGroup has in fact started experimenting with **digital and virtual solutions** on a large scale, with the aim of expand the training options offered to its employees and contemporaneously reaching many people based everywhere around the globe.

GRI 404-1 Training for employees

Total		2017	2018	2019
hours	Total hours of training	63,719	64,608	62,207
n	Total employees	3,053	3,064	3,074
hours/n	Hours of training per capita	21	21	20
Men				
hours	Total hours of training	50,708	50,794	50,174
n	Total employees	2,227	2,240	2,249
hours/n	Hours of training per capita	23	23	22
Women				
hours	Total hours of training	13,011	13,813	12,033
n	Total employees	826	824	825
hours/n	Hours of training per capita	16	17	15
hours	Total hours of training for health and safety	36,212	34,569	22,695
%	% hours of training for health and safety to total hours of training	57%	54%	36%
hours/n	Italy	14	9	10
hours/n	Rest of Europe	25	32	23
hours/n	Asia	25	58	48
hours/n	North and South America	39	33	53

Total hours of training



Health and Safety at work

We safeguard the health and safety of workers monitoring performances as for:

- Risk analysis and management.
- Targeted health and safety projects.
- Raising the awareness of each employee about his/her contribution to the safety management of the company.

In 2019, some of the main health and safety indicators have improved, namely: "total injury lost days" and "injury lost days rate" (severity rate) for Group employees. On the other hand, the rate of high consequence injuries increased, albeit with a concurrent decrease in "injury lost days and the "injury lost days rate".

-6
injuries
compared to 2018

GRI 403-9 General overview of injury situation

		2017	2018	2019
n	Total workers*	3,321	3,335	3,336
hours	Total hours worked	5,489,755	5,530,787	5,448,250
n	Number of fatal injuries	0	0	0
n	Total number of injuries	69	87	81
n/200.000h	Injury rate	2.51	3.15	2.97
days	Injury lost days (days away from work)	1,685	2,441	2,058
d/200.000h	Injury days lost rate	61.39	88.27	75.41

*at 31/12/2019, workers included contract workers, temporary workers and employees.

More time for ourselves, more value for our job

A serene private life is important to face daily work with enthusiasm and dedication. This is a fundamental principle to RadiciGroup which favours the balance of private and work life through concrete and consistent activities and initiatives.

In particular, in 2019 the RadiciGroup **STOBENE** [I Feel Good] programme was started up to promote employee well-being and fitness linked to the good practices of the WHP (Workplace Health Promotion) project. The latter was conceived by the Bergamo ATS [Local Health Unit] and the Region of Lombardy to encourage workers to adopt a healthy lifestyle and a positive mental attitude. Since 2015 RadiciGroup has been carrying on this project.

The introduction of a complementary corporate **welfare** system in some of its plants.

The promotion of initiatives for Employees to increase their **physical and psychological wellbeing**.

Workers' engagement through internal communication and involvement initiatives **to boost their team spirit**.

Case History

ATS Bergamo, the Region of Lombardy and Confindustria Bergamo recognized Radici Partecipazioni SpA, Tessiture Pietro Radici SpA, Geoenergie SpA and RadiciFil SpA for their engagement in the WHP Project

In November 2019, four RadiciGroup companies were recognized for their activities aimed at **promoting health and well-being in the workplace** within the “**WHP 2019 Project**”. In the province of Bergamo, the project involves 153 workplaces with a total of 40,000 people.

During 2019, the RadiciGroup WHP team conducted numerous initiatives under three main lines of action:

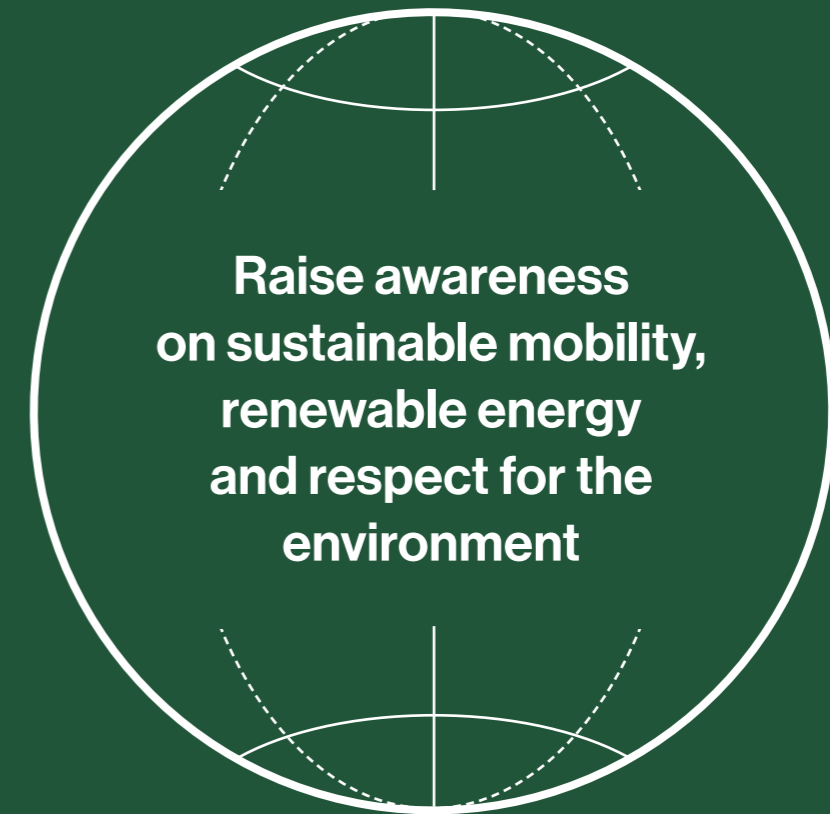
- **Promotion of a proper diet** through fresh fruit once a week, healthy snacks in vending machines and light menus in factory canteens or for company lunches and coffee breaks.
- **Promotion of physical activity:** sports tournaments, leisure-time walks, mountain excursions and green and urban hiking.
- **Promotion of personal and social well-being and reconciling private and work life:** school and career orientation meetings for children of employees, special discounts at sports centres, and solidarity initiatives in favour of non-profit organizations.

Case History

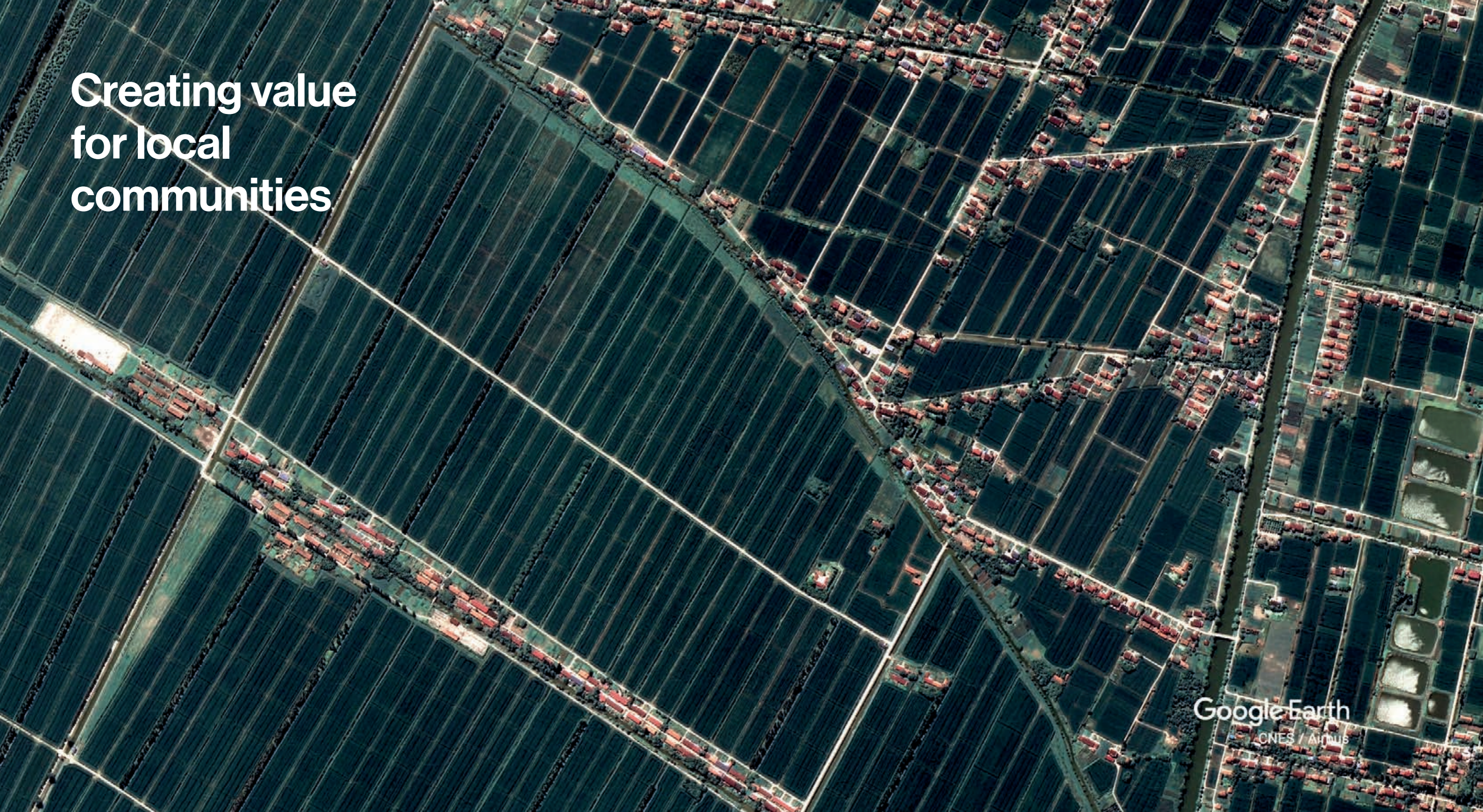
“E-Bike experience”: RadiciGroup in the saddle for sustainable mobility

To promote a healthy lifestyle and, at the same time, raise awareness of topics related to sustainable mobility, renewable energy and respect for the environment: with these goals RadiciGroup joined the BikeUP event, a festival dedicated to electric bikes that took place in Bergamo from 29 to 31 March 2019.

In conjunction with the event, RadiciGroup offered its employees the opportunity to participate in an “**e-bike experience**”: **discovering Bergamo on an electric bicycle** under the supervision of experienced guides, a **rigorously zero-environmental-impact activity**. A similar event was repeated in September 2019 with “Presolana e-bike”, a cycling excursion on the trails of our mountains.



**Creating value
for local
communities**



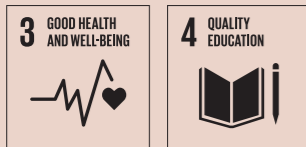
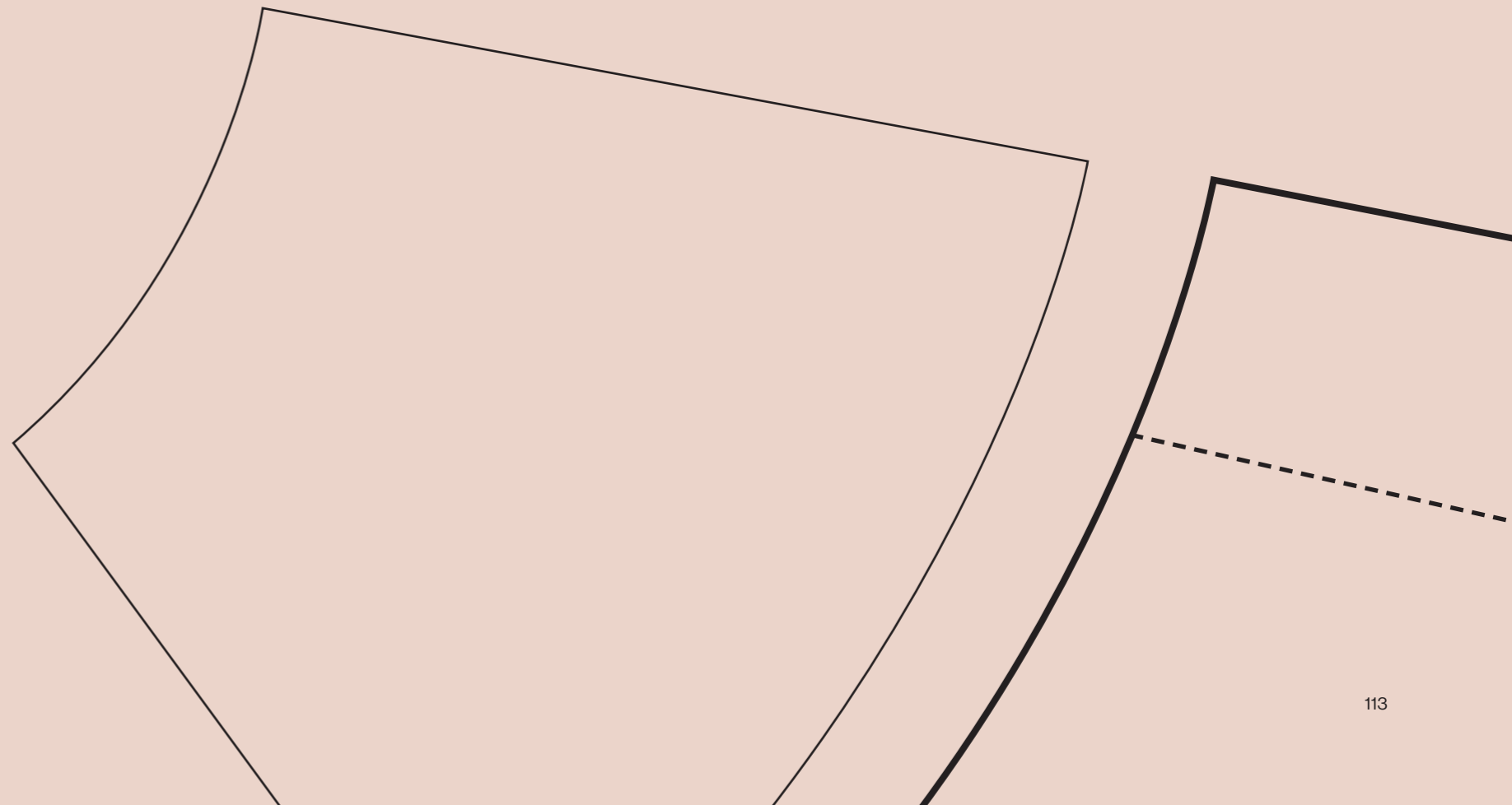
To be a reference point in the territory, for the territory

To us, **the territory** is much more than a physical space in which to operate.

It is a part of us, **it is in our very roots**: we were born and grew here, we founded our companies here.

Here, every day, we devote all our efforts and passion to create new opportunities and value.

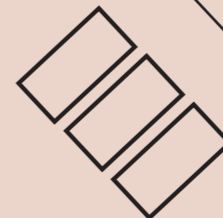
For this reason **we want to improve** our territory, and make it, day by day, a **safer and healthier place** in which to grow and to live.



The territory is in our roots



- RadiciGroup is a **family-owned-and-operated business**. Some members of the Radici family, including the shareholders, reside and are **physically present** in the **areas where RadiciGroup was established** and operates.
 - The **first Group company**, still in operation today, **was established about 80 years ago in Val Gandino**, one of the areas of choice of Bergamasque textile entrepreneurs. Over the years, the company has changed its type of production, market and technology several times, but it has never moved its headquarters.
- **All the historic RadiciGroup companies** are located **near urban areas**, or are even part of the urban fabric itself.
 - At the same time, many of these companies are also located in **mountain areas**, or in close contact with **rivers, woods, protected areas and cultivated fields** which RadiciGroup respects.
- The workers are the residents of the host community. **About 80% of RadiciGroup workers** in Italy actually **reside within a 20 km radius from the Group** company where they work.



RadiciGroup and Local Communities: a single entity

RadiciGroup is present in **15 different nations** and it communicates through its official channels in **5 different languages**.

From RadiciGroup to Local Communities

- Production culture with **high health** and **safety standards** in all the world.
- **Promotion of local social sustainability** through welfare policies in the various countries.
- Engine of **development in emerging countries** and a solid employment opportunity for the younger generation in mountain areas.



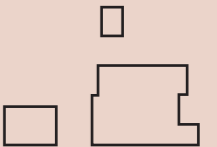
15
nations

5

different languages

From Local Communities to RadiciGroup

- **Support and closeness** witnesses also by their excellent attendance at public events organized by the Group.
- **A unique and special know how**, a vocation that local schools have cultivated.
- An inclination for **organizational and production flexibility** typical of local communities.
- **Local suppliers**, with whom RadiciGroup has established a relationship of trust and loyalty.



The future belongs to generations to come

In particular, the Group gives special attention to the **younger generations** who are the ones that will bring life to local communities and foster dialogue and relations with companies in the future.

In particular, in 2019 RadiciGroup focused its attention and support on:

- **Nurseries and kindergartens**, financially supported by the various companies in their respective areas.
- **Primary and secondary schools**, supported through the **Education Project**, a programme designed to build a bridge between business and education.
- **Universities**, which are given recognition by collaborations on student thesis work.
- **Amateur sport associations** that teach young people the value of sport.

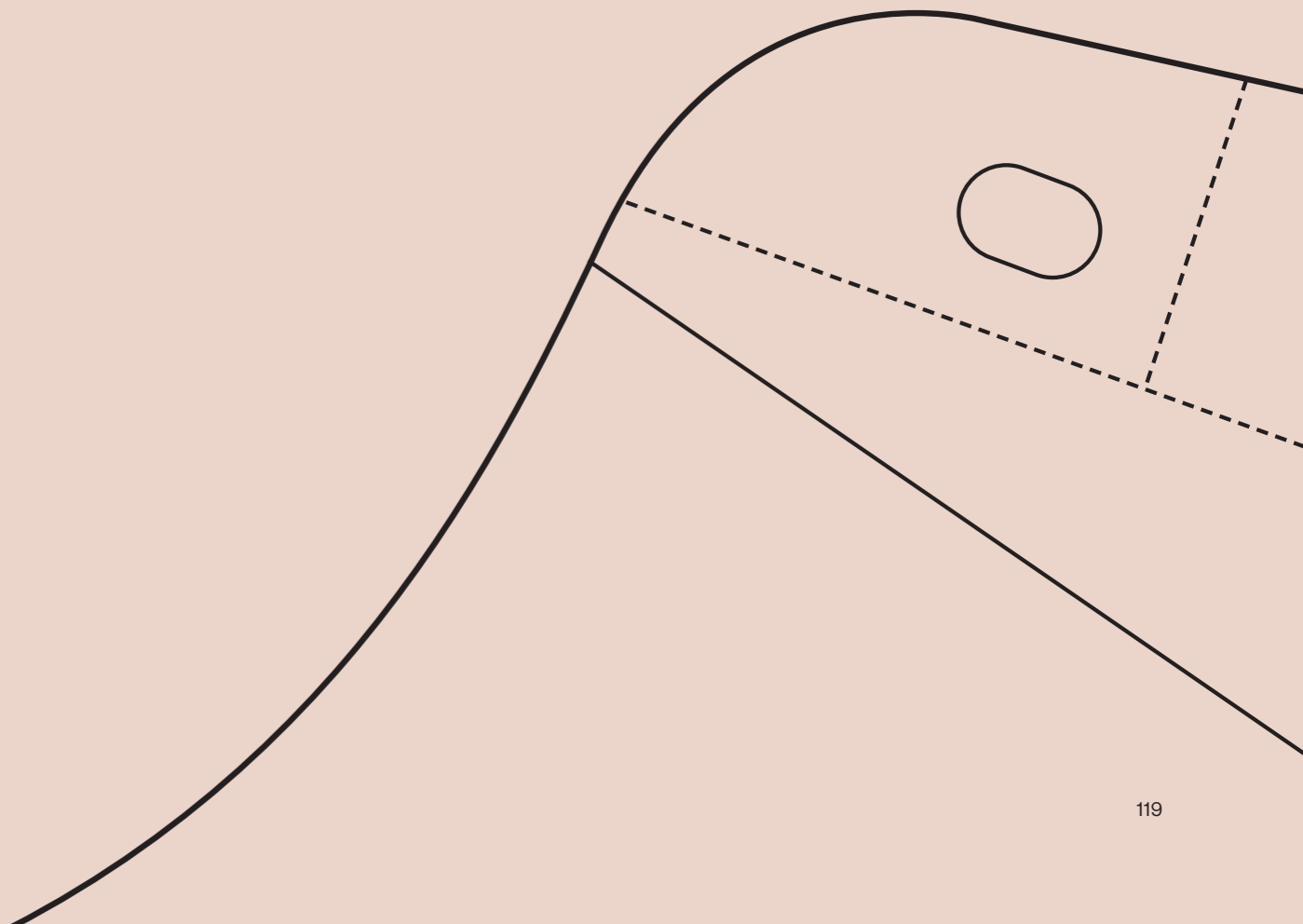


Attention and support for:

Schools

Sports associations

Furthermore, RadiciGroup is the official **Heart Sponsor of Atalanta BC**, the Bergamo football club very close to the heart of the people in the Province of Bergamo and to all Group employees, who are invited to special engagement events featuring the participation of the team and its players.



Case History

The Education Project

25 scholarships for the children of RadiciGroup employees in three different countries. **23 work experience projects** for as many students. **6 visits and company initiatives** that gave students the opportunity to discover the reality of RadiciGroup production sites or receive a visit in their classroom by a teacher from RadiciGroup. **6 internships for college students** at 4 different universities. **4 career days. 2 coaching projects**, under the supervision of RadiciGroup, to guide young people to plan their professional future.

1 school-work alternation project over a three-year period, focusing on topics covering the circular economy, recycling and sustainability reporting.

2 public recognition awards for the excellence of the project mentioned above: the IOeLODE award from Confindustria Bergamo [Bergamo Chapter of the Italian Industrial Association] (8 May 2019) and the Premio Storie di Alternanza [School-Work Stories Prize] awarded by the Bergamo Chamber of Commerce (27 November 2019).

This is the business card of the RadiciGroup Education Project 2019, an initiative born out of the Group's desire to communicate with the world of schools, considered to be a hotbed of talent and an invaluable place for growth. Additionally, in 2019, **sustainability** played a preeminent role among the topics of Education 2019. Smart working and remote working, reconciling family and work life, the circular economy, the role of polymers, the importance of recycling and environmental certification according to the ISO 14001 standard: these were the main topics of the last edition of the Education Project, which was not interrupted even by the coronavirus emergency.

Mindful of the seriousness of the situation for the young people forced to suspend regular classroom lessons, in 2020 RadiciGroup did not want to deprive them of its support and decided to rethink the training and orientation sessions **and go digital**, with overwhelmingly positive feedback from the students.

25
scholarships

6
visits

4
career days

1
school-work

23
work experience projects

6
internships

2
coaching projects

2
public recognition awards

A sustainability system



Radici InNova. The Source of InNnovation

At the end of 2019, Radici InNova, a **Consortium for Research and Innovation**, was founded.

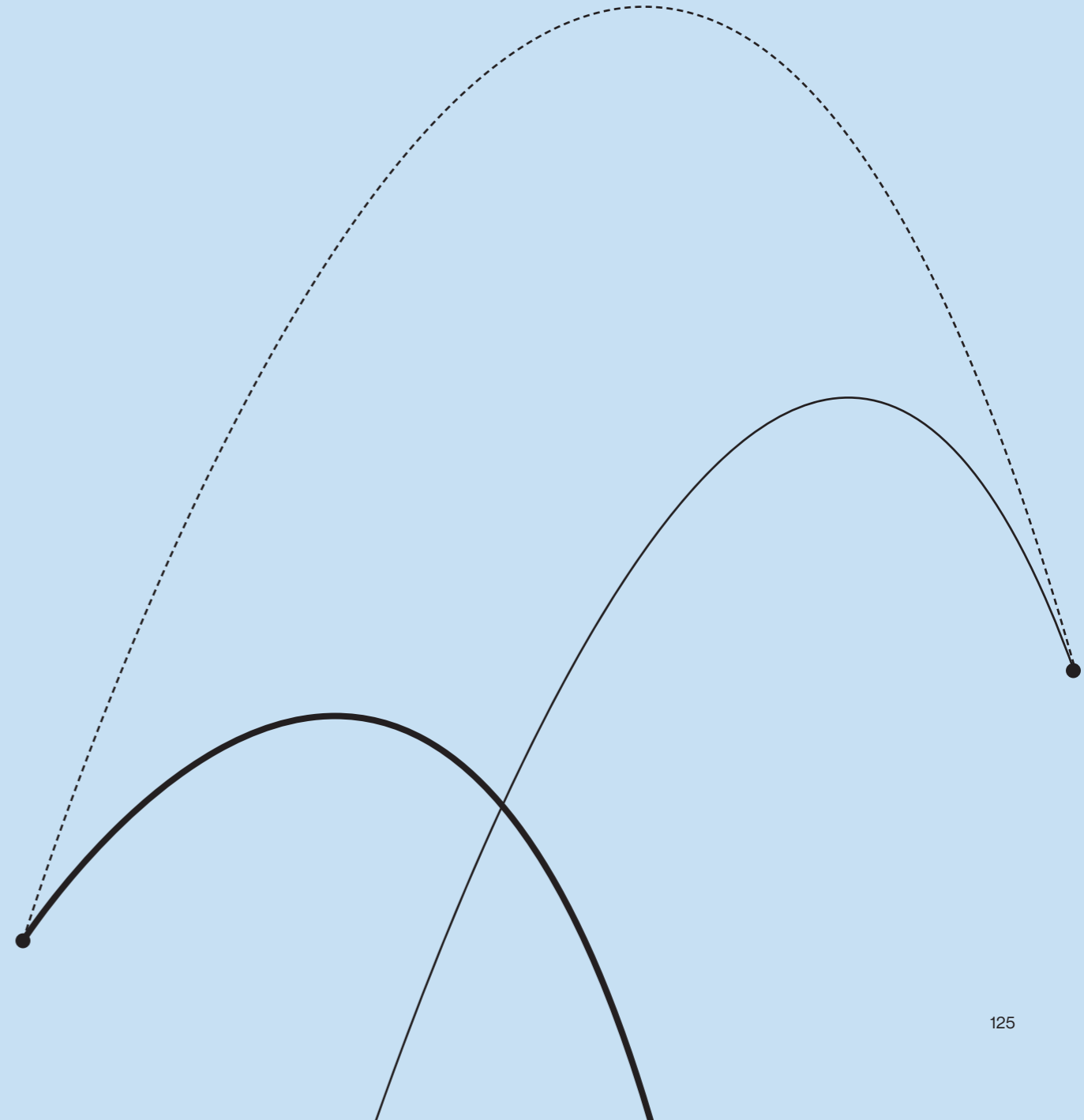
The new company will play a key role in RadiciGroup's sustainable growth and provide crucial support for the Group's strategic decision-making.

Radici InNova, while remaining fully integrated within RadiciGroup's vision, is an independent entity that can rely on a **lean structure, ready to quickly recognize needs and seize opportunities coming from stakeholders**. The company's vision is contained in the name itself and reads: **to identify and develop opportunities for "radical innovation"**, consistent with the corporate vision and compatible with sustainability. This aim is also to be achieved through collaboration projects with research centres of excellence outside RadiciGroup, with a view to creating intangible value through the exchange and growth of knowledge.

The strong involvement of Group top management in the new entity stands as a guarantee that the business strategy decisions will be incisive. The Innovation & Research Committee, Radici InNova's decision-making body, can count on the membership of shareholders, the CFO and business area managers. As a driver of corporate development, Radici InNova **will follow up on, valorize and synergize the R&D** activities already being carried on in the Group, while introducing a strong push for **"disruptive" innovation**, capable of creating a lasting competitive edge.

The consortium will work on numerous fronts:

- Research into **innovative processes with a view to 360°** sustainability, taking into account environmental, social and economic aspects and introducing levers of change in consolidated systems.
- Development of circularity models, in line with European directives, as well as according to the principles of **circular bioeconomy**, with the aim of decoupling economic growth from the use of resources, especially non-renewable ones.
- Identification of **new business opportunities** linked both to the Group's core businesses and to applications and technologies unexplored to date.
- Valorization of RadiciGroup's potential through the Group's **participation in wide-ranging European** and multi-stakeholder projects aimed at creating intangible value by exchanging skills and know-how for mutual growth.
- **Demonstration of the value of Group processes and products** by objectively measuring their performance and impacts, with a renewed commitment to rigour, transparency and a scientific approach.



Management Systems

Voluntary quality, safety, environmental and energy management systems, implemented according to the most advanced and recognized international standards, make up a framework of best practices and **valuable tools for sustainable management**. Over time, RadiciGroup has developed a path to sustainability, which is now a process in its own right, by making management systems a **pivotal part of its strategy**, which goes far beyond mere compliance.

The Group's management systems are **built with a risk-based thinking approach**, which entails an accurate analysis of the business context and processes in order to measure, monitor and manage risks and opportunities. The systems give solidity and provide sound and measured data, supporting the concept – well rooted in the Group – that unsustainable **governance of the business constitutes**, in itself, a significant strategic and **operational risk**. Furthermore, through the principle of continuous improvement, management systems promote progress and innovation at company sites, contributing to increased efficiency and competitiveness.

Finally, rigorous and credible third-party **certifications** ensure that the management systems provide a clear picture of the Group's quality, safety, environmental and energy performance and, thus, **contribute to strengthening** RadiciGroup's reliability and **credibility** with its Stakeholders.



since 1993

Since 1993 RadiciGroup got started on the path towards certified management systems

Table of RadiciGroup Certifications (as at July 2020)

RadiciGroup Site	ISO 9001	IATF 16949	ISO 14001	ISO 45001	OHSAS 18001	ISO 50001
Corporate						
Radici Partecipazioni S.p.A.	●					
Business Area: Specialty Chemicals						
Radici Chimica Novara S.p.A.	●		●	●		●
Radici Chimica Deutschland GmbH	●		●		●	●
Business Area: High Performance Plastics						
Radici Novacips S.p.A. - Villa d'Ogna	●	●	●	●		
Radici Novacips S.p.A. - Chignolo	●		●	●		
Radici Plastics GmbH	●	●	●			●
Radici Plastics Ltda (Brasil)	●	●	●			
Radici Plastics (Suzhou) Co. Ltd.	●	●	●			
Radici Plastics Usa, Inc.	●	●				
Radici Plastics Mexico S. De R.l.	●	●				
Radici Plastics Bv	●	●	●			
Business Area: Advanced Textiles Solutions						
Radici Fil S.p.A.	●		●	●		●
Logit Sro	●		●		●	●
Radici Yarn S.p.A. - Villa d'Ogna	●		●			
Radici Yarn S.p.A. - Ardesio	●		●			
S.c. Yarnea Srl	●		●		●	
Radici Chemiefaser GmbH						●
Radicifibras Ltda	●					
Noyfil S.p.A. - Chignolo	●				●	
Noyfil S.p.A. - Andalo Valtellino	●				●	
Noyfil Sa - Stabio	●		●			
Cordonsed Sa						
Tessiture Pietro Radici S.p.A.	●		●	●		

Other strategic certifications in 2019

Environmental Product Declarations for products of the High Performance Polymers Business Area - **Heramid A** (PA 6.6), **Radilon® S** (PA 6) and **Radilon® A** (PA 6.6) and the Advanced Textile Solutions Business Area - **Radifloor®** (PA 6 and PA 6.6) Bulk Continuous Filament and Refined Yarns. Advanced Textile Solutions also added certifications of compliance to the Global Recycled Standard (GRS) for its nylon recycled products (**Renycle®**, previously named r-Radyarn®) and polyester recycled products (**Repetable®**, previously named r-Starlight®).

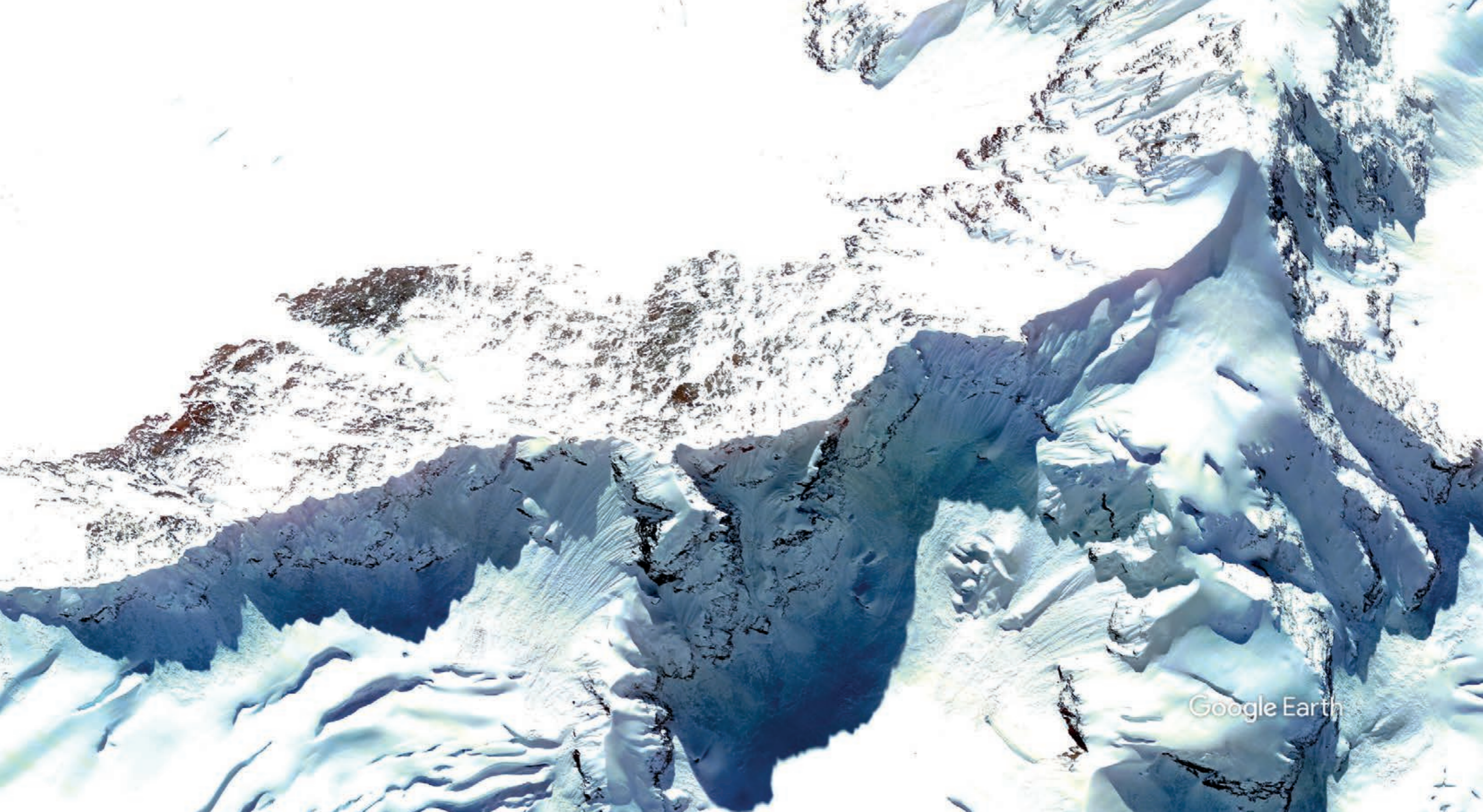
Certifications and contribution to SDGs

Certifications and contribution to SDGs The currently valid certifications held by the companies are a key factor for achieving the **United Nations Sustainable Development Goals** in a global sustainability context.

Certifications and contribution to SDGs

Certification	Sustainable development goals
ISO 14001:2015 - Environmental Management	6 - 7 - 9 - 13 - 14 - 15
ISO 50001:2018 - Energy Management	7 - 11 - 13
ISO 45001:2018 - Occupational Health and Safety	3 - 8 - 11
ISO 9001:2015 - Quality Management Systems	9 - 12
ISO 14044:2006 - Environmental management Life cycle assessment	9 - 12 - 13 - 14 - 15
ISO 14024:2018 - Environmental Labels and Declarations	9 - 12





Assurance statement*



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VERIFICATION OF THE SUSTAINABILITY REPORT OF THE YEAR 2019 RADICI GROUP

Scope

Certiquality S.r.l. has been appointed by Radici Partecipazioni S.p.A. to verify the 2019 Sustainability Report of Radici Group, in order to assess its consistency with the guidelines of the GRI (Global Reporting Initiative) Standards, with reference to the "core" implementation level, which establishes a reduced standard information and the quantification of at least one performance indicator for each aspect identified as significant (or "material"). This letter describes the activities carried out, it reports the verification results and the recommendations for improvement.

The verification has been carried out with reference to the "GRI Standards" published in 2016 by the Global Reporting Initiative and partly updated at a later time, and it has concerned in particular:

- the verification of the definition principles of the report content (stakeholder inclusiveness, sustainability context, materiality, completeness);
- the correct definition of the report boundary;
- the verification of the principles for guaranteeing report quality (balance, comparability, accuracy, timeliness, clarity, reliability of the data and information management system);
- the compliance of the report contents with the ones set out by the GRI Standards guidelines for the "core" implementation level.

The verification was carried out in compliance with the procedures implemented by Certiquality for audits complying with the UNI EN ISO 19011:2018 standard. Due to the COVID-19 emergency, the whole verification has been carried out off-site, by interviewing relevant staff in videoconference and by remotely examining the shared documentation.

Methods

The activity has been carried out with the following operating methods:

- analysis of the "2019 Sustainability Report of Radici Group" document, with particular reference to the principles and contents set out by the GRI guidelines (definition of the report boundary, standard information and performance indicators);
- interviews with the positions involved, directly or indirectly, in the drawing up of the document and in the processing of data and information (from collection to further processing);
- examination of documents and records in place at the operative site of Radici Partecipazioni S.p.A. in Gandino and at a representative sample of production sites included in the report boundary: Radici Chimica Novara; Noyfil Stabio (Switzerland); Radici Novacips Villa d'Ogna and Chignolo d'Isola; Radici Yarn Villa d'Ogna and Ardesio; Radici Chiemiefaser (Germany); Radici Plastics USA;
- the analysis has concerned both the procedures implemented for the collection, filing and processing of data and the technical-normative aspects of the activities carried out.

The economic-financial data are taken from the consolidated balance sheet of Radici Partecipazioni S.p.A., that already underwent a voluntary auditing of accounts (as per the letter by Deloitte & Touche of 28/05/2020), therefore they have not been further checked.

The verification activities concerning the management of the data and information contained in the report have been carried out on samples, taking care of ensuring that all the aspects dealt with in the document have been adequately covered.

Results and recommendations

Notwithstanding the problems and objective difficulties coming from the management of the COVID-19 emergency at a global level but especially in the area where the majority of the historical companies of the group are located (Val Seriana, Bergamo), where the pandemic struck in a particularly heavy way, the



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collection and processing of data as well as the drawing up of the "Sustainability Report of Radici Group" concerning the year 2019 in accordance with the Standards of the Global Reporting Initiative has proved to be in line with the editions of previous years.

The document provides a picture on the whole exhaustive of the relationship of the companies of the group with their operative context. The performance indicators of numeric type are depicted on the 3- year period 2017-2019, with some references in the text to a wider period, in order to enable an evaluation of the trend of performances from the start of the GRI design. Furthermore, there are several mentions to the developments recorded in the course of 2020. The information is reported in a clear and balanced way and the language used, supplemented where necessary by some explanatory notes, allows it to be understood even by a not strictly technical public.

As far as the report boundary is concerned, there are no significant exclusions; the exclusion of the environmental aspects relating to the administrative headquarters of the group and the exclusion of all aspects relating to the commercial units, declared within the report, is not relevant within the group, and is therefore justified. The dealing with environmental aspects has been reorganized according to themes (materials used - waste; energy consumption - emissions into the atmosphere; water consumption - water drainages) which make it easier to read.

Both the standard information and the representation of indicators show a good degree of consistency with the requirements of the GRI Standards guidelines, further improved in comparison with previous year: for example, the aspects linked to occupational health and safety are analysed more in depth and the documentation supporting the data collection system of the single companies has been enhanced, by better specifying some elements that weren't completely clear in previous editions. Another positive aspect which has been confirmed is the timely implementation of new indicators (GRI-303 concerning the water aspect and GRI-403 concerning occupational health and safety), with the report of new data and information that complete a picture already wide and exhaustive.

The data collection and processing system is sufficiently organized and documented at a central level, and it proved to have been further enhanced at a local level, even though some margins for improvement have been confirmed during the random verifications carried out on sites, especially as far as foreign sites are concerned (e.g. conversion factors between different units of measurement, classification of accidents).

Some timely margins for improvement of small significance have been confirmed during the verifications carried out, for example regarding the detail of accessory information about the indicators on accidents and work-related injuries (GRI 403-9 and 403-10) or the criteria for the identification of costs and investments of environmental or safety nature. Therefore, we confirm the recommendation to continue with the constant improvement of the data management system, in particular as regards the information transmitted to foreign facilities regarding the criteria for data collection and the checks carried out on the collected data.

Conclusions

The verification of the "Sustainability Report of Radici Group" concerning the year 2019 has not highlighted any significant lacks as far as compliance with the principles of the GRI Standards guidelines and the contents in terms of information and performance indicators are concerned, even though there are some margins for improvement. From the verifications carried out, no elements have arisen such as to suggest that the Report does not comply with the "core" implementation level.

October 22nd 2020

Certiquality S.r.l.
The President
Cesare Puccioni

* This assurance statement refers to the complete version of RadiciGroup Sustainability Report: <https://www.radicigroup.com/en/documentation/corporate/report>



Membro degli Accordi di Mutuo Riconoscimento EA, IAF e ILAC.
Signatory of EA, IAF and ILAC Mutual Recognition Agreements.
ISE n. 0084 - ISA n. 000 - SCR n. 007 - FSW n. 009
PFE n. 0018 - DAP n. 0034
ISB n. 0076 - SGE n. 0018 - SP n. 0062 - GNS n. 0010
SMA2 n. 0019 - IT n. 0041 - PFI n. 0010



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PFE n. 0018 - DAP n. 0034
ISB n. 0076 - SGE n. 0018 - SP n. 0062 - GNS n. 0010
SMA2 n. 0019 - IT n. 0041 - PFI n. 0010



Our places



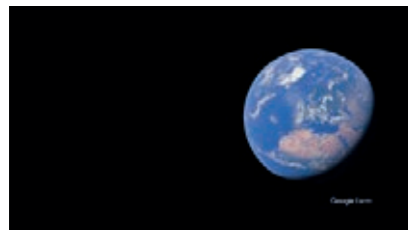
Val Gandino, Bergamo - Italy

Here, in 1941, in this narrow valley surrounded by the Bergamasque Prealps, Pietro Radici founded Tessiture Pietro Radici SpA. Today, RadiciGroup is one of the leading manufacturers of polyamide (nylon) polymers and chemical intermediates, engineering polymers and advanced textile solutions.



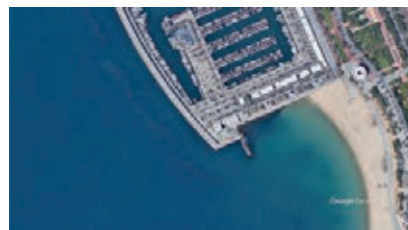
Tierra del Fuego - Argentina

Here, in Tierra del Fuego, is the headquarters of Cordonsed Argentina S.A., part of the RadiciGroup Advanced Textile Solutions Business Area and the largest Argentinian manufacturer of acrylic fibre. The company's main products are acrylic staple fibre, top and yarn for various end consumer products, such as jumpers, blankets, rugs, stuffed animals and awnings.



Planet Earth

This Sustainability Report is dedicated to the Earth. The Earth contains RadiciGroup world, here every day we develop new ideas to grow and concrete solutions to respect the Planet and make it a better place for generations to come.



Barcelona - Spain

In 2000, RadiciGroup strengthened its presence in Europe by setting up Radici Plastics Iberica SL in La Carolina in Andalusia. In 2017, Radici Plastics Iberica SL moved its sales unit to Barcelona.



Lüneburg - Germany

In 1998, thanks to the acquisition of an important German compunder in Lüneburg, Radici Plastics GmbH is founded. It is a global reference point in the production and sale of engineering plastics.



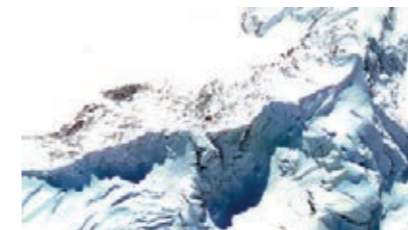
Near Shanghai - China

Since 2003 Radici Chem, part of RadiciGroup Specialty Chemical Business area is located in Shanghai, the beating heart of the world's economy. The company is mainly active in the sale of PA6 and PA6.6 polymers, along with adipic acid and PA6 and PA 6.6 yarns.



Foresta Amazzonica - Brazil

Brazil is one of the countries where RadiciGroup operates. Here can be found one of the most precious world heritage sites, on which the entire existence of our planet depends: the Amazon Forest. It covers 6.7 million square kilometres and holds the largest pluvial forest and the richest fluvial system in the world.



Perito Moreno Glacier - Argentina

The heart of Radici's sustainability also beats for the glaciers around the world. The Perito Moreno Glacier is considered the eighth wonder of the world. It is 30 kilometres long and 60 metres high, but what makes it exceptional is that it is constantly advancing as much as 2 metres per day.

Sustainability Report

collaborators

An important group of people collaborated on preparing the Sustainability Report, making a major contribution to the commitment to transparency and reporting made by the Group starting in 2003.

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