

# Evolving roots

Sustainability Report 2021

**SIRMAX**<sup>®</sup>  
SUSTAINABLE IDEAS





# Letter to the stakeholders

Dear Readers,

This is now the second edition of Sirmax Group's Sustainability Report. Once again, this year, it is a source of pride for me to present the many things our Group has been able to accomplish when it comes to environmental protection and responsibility towards people, clients, and the community.

The geo-economic and geo-political scenario we had to face in the aftermath of the Covid pandemic did not discourage us. We overcame difficulties thanks to the strategic choices we made in past years and to the solidity that has always distinguished the Group.

2021 was the year in which we consolidated a precise sustainability plan around certain priority areas and took specific action.

Our responsible management has focused on the key concepts that are fundamental to us: Circularity and efficient use of resources (particularly water and energy), fighting climate change by limiting pollutant emissions, product innovation, employee empowerment, occupational health and safety, support for local communities, and ethics in our business.

In 2021, we continued to invest. We developed our production capacity in the dynamic context of the circular economy. We implemented research and development. We created an internal committee which is 100% dedicated to product inno-

vation with the aim of anticipating market demands. Our efforts have been rewarded by new important certifications, which have enabled us to meet all the quality standards required in different areas of the world.

I would like to mention a Life Cycle Assessment (LCA) study that looked at the environmental impact of two polypropylene compounds for the automotive and household appliance sectors, analyzing their entire life cycle from extraction and processing of the raw material to delivery of the finished product to the client. This was a very important study for us. Showing that our compounds with recycled content can achieve a significant reduction in CO<sub>2</sub> emissions not only rewarded our efforts in terms of sustainability, but also opened new market opportunities.

This is also part of Sirmax Group's brand reputation – a reputation that has grown a great deal this year thanks to our investments in all intangible assets. We have, in fact, paid great attention to the consolidation of internal governance and organizational rigor with a view to a more flexible and sustainable work methodology.

Our employees and collaborators remain center stage. Included in our recent initiatives is a major welfare plan which involves assistance, training, involvement, empowerment, and professional growth. It unites all Sirmax Group stakeholders in

a shared cultural project that comes before work. Together with our employees, we have embarked on the journey towards sustainability and belonging to a growing community that believes in the future.

In 2021 our staff increased, and our expertise increased with them thanks to an innovative creative and design synergy. We implemented soft skills and focused on technology and digitalization, keeping in mind the core values of our Code of Ethics: respect, integrity, and innovation.

We also further strengthened our supply chain. Our network of suppliers – downstream and upstream of the production process – shares the Group's priorities and vision. In their regard, we pay meticulous and continuous attention to ensuring that the quality standards that characterize Sirmax products are maintained. Our relationship with suppliers remains one of great cooperation, listening and trust.

The community also remains central to Sirmax – it is our point of reference. Our solidity comes from our active relationship with universities, schools, and training institutions. The people who make up our Group are our family, and our human capital is our most precious asset.

Our local area, supply chain and people anchor us to our values, to which we will remain faithful forever.

**Massimo Pavin**

Sirmax Group President and CEO

# Table of contents

## 1 Sustainable Ideas

---

**1.1** The future is made of sustainable ideas p 08

---

**1.2** Sustainability at Sirmax p 16

---

**1.3** Responsible management tools p 22

## 2 The Team

---

**2.1** A global team p 31

---

**2.2** Continuous growth p 38

---

**2.3** Protecting health and well-being p 40

## 3 Environmental footprint

---

**3.1** Responsible resource management p 46

---

**3.2** Reducing our impact p 54

---

**3.3** The Life Cycle Assessment of our products p 59

## 4 Sirmax community

---

**4.1** The value chain p 64

---

**4.2** A global community p 68

### Appendix

Methodological note p 74

GRI Content Index p 78

# 1. Sustainable Ideas

Sirmax means  
compound evolution



# 1.1

## The future is made of sustainable ideas

Sirmax S.p.A. (hereinafter also referred to as Sirmax) is the parent company of a global leading Group that produces plastics for a wide range of sectors, with **a particular focus on automotive and appliance.**

The Group is formed by six majority-owned subsidiaries, which manage the activities of eleven plants (six in Italy, two in Poland, two in the USA and one in Brazil) and four commercial companies that operate for the development of distribution activities in the main European markets.

In addition, the Group participates in two joint-ventures: the first one was created with Autotech Polymers India to promote the distribution of Sirmax compounds in the East, while the second one is a research spin-off of the University of Padua dedicated to product design.

For the second year of non-financial reporting, the Group has decided to extend the scope of reporting to all fully consolidated companies, thus excluding joint ventures.

**"Sirmax is the parent company of a leading global plastics manufacturing Group operating in a wide range of different industries, particularly automotive and appliance."**



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