



ferplast
Love Pets, Love Earth



Today's choices tomorrow's goals

SUSTAINABILITY REPORT



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Love Pets, Love Earth

SUSTAINABILITY REPORT

In essence, our commitment is twofold: to continue providing the best for our pets while protecting the planet we call home.

Dear Ferplast Stakeholders,

Our commitment at Ferplast has always been to the comfort and well-being of pets. However, we understand that true well-being extends beyond our beloved animals. It includes the planet in which they live beside us.

What you are reading is not a sustainability balance sheet but rather a report of who we are and how we voluntarily take action to deliver a better world to future generations.

We are proud of our ongoing initiatives that reflect our responsibility towards the environment and people. As we innovate in pet accessories, we are increasingly integrating sustainable materials, prioritising recyclability and continuously exploring ways to reduce our waste. Our operational processes now aim to reduce energy consumption and we are fervently researching renewable sources to fuel our passion.

Our commitment does not stop with us. We are engaging our supply chain, ensuring that our partners and suppliers reflect our values and vision for a sustainable future. We are shaping a corporate culture in which every Ferplast employee feels empowered to make eco-friendly choices, ensuring that our sustainable ethos permeates every level of operation.

Looking to the future, our eyes are fixed on even higher and more tangible goals - goals that we will share transparently. We are also expanding our horizons by contributing to community projects focused on sustainability, intertwining our mission with global efforts.

In essence, our commitment is twofold: to continue providing the best for our pets while protecting the planet we call home.

Together, we embark on this sustainable journey for our pets, our planet and our future.



Nicola Vaccari
CEO Ferplast

MISSION

Offering the most comprehensive selection of high-quality accessories and solutions for pet wellbeing. Paying constant attention to innovation, safety and sustainability.

VISION

To make the life sharing experience with an animal the more enjoyable. Happy pets and happy parents in every home of the world.

PURPOSE

Pets' welfare and the preservation of the world we inhabit are at the centre of all our activities.

WE MAKE NO DIFFERENCE: WE CARE ABOUT ALL PETS

Not only dogs and cats but also birds of all kinds, small animals such as rabbits, guinea pigs, hamsters, mice as well as fish and amphibians.
Every human friend deserves the same hard work and attention.

Ferplast's sustainability goals



Over the years, we have been committed to creating **eco-sustainable products**, aiming to ensure a better future for generations to come through an increased focus on quality of life.

Ferplast's vision is to create a world in which the relationship between pets and people is based on **care, trust and environmental sustainability**.

The company's core values include **innovation, quality, respect for the environment and animal welfare**.

FERPLAST JOINS THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

The UN's 2030 Agenda for Sustainable Development represents a milestone in the global journey to strengthen the environmental, social and economic challenges of our time, and Ferplast joins this important initiative by focusing on a number of goals shown below, including: reducing its environmental impact, improving the working conditions of their employees, and promoting sustainable innovation in their products.

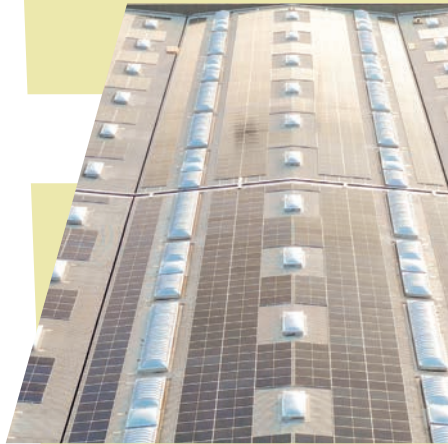
Among the 17 Sustainable Development Goals, Ferplast has decided to focus their efforts on the following:

SUSTAINABLE DEVELOPMENT GOALS



Sustainability actions

In our journey towards a more eco-friendly world, we have taken a series of concrete actions, covering production processes, the design of eco-friendly products, the promotion of animal welfare, including less fortunate animals, and the sharing of skills and expertise.



REDUCING GREENHOUSE GAS EMISSIONS

We are committed to reducing greenhouse gas emissions through optimising production operations, adopting renewable energy sources and implementing sustainable mobility policies.



ENERGY EFFICIENCY

We aim to improve the energy efficiency of our facilities and processes, thereby reducing energy consumption and related emissions.



DEVELOPMENT OF ECO-SUSTAINABLE PRODUCTS

We invest in research and development of environmentally sustainable products, using recycled or biodegradable materials, minimising the use of virgin plastics and reducing the environmental impact of products throughout their life cycle.

SUPPORTING ANIMAL WELFARE

We promote the well-being of pets by designing safe and ergonomic accessories that respect their physiological and behavioural needs.



SOCIAL RESPONSIBILITY

We are committed to respecting human rights and supporting the communities in which we operate, through social responsibility projects and volunteer initiatives.



TRANSPARENCY AND COMMUNICATION

We communicate our actions and progress towards sustainability goals in a transparent manner, involving stakeholders and encouraging open dialogue.



For the Planet



Responsible Consumption & Production

FERPLAST'S CHOICES

The first step towards a company's sustainable path lies in the quality of the raw materials used for their products. And that is why we make a real effort to be as sustainable as possible when it comes to carefully choosing the origin of the materials we use.



FSC™ CERTIFIED WOOD



REUSE OF INDUSTRIAL WASTE
plastics, fabrics, etc



FSC™ PAPER FOR CATALOGUE PRINTING
reducing the number of copies favouring digital communication



RECYCLED & RECYCLABLE PLASTIC
used for 90% of the entire product range



SCRAP IRON



FSC™ PAPER & CARDBOARD
for own packaging



A PORTION OF ENERGY FROM RENEWABLE SOURCES
self-generated

PROCESSES

It is through process improvement and optimisation that we are able to maintain high standards of quality and environmental sustainability.



PREFERENCE FOR LOCAL SUPPLIERS



STUDY OF PACKAGING REDUCED IN VOLUME AND MATERIAL



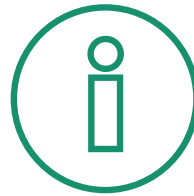
SPARE PARTS FOR MOST OF OUR PRODUCTS if it's broken - fix it



PRODUCTION WITHIN EUROPE



HIGH QUALITY STANDARD long product life = reduced waste



DISPOSAL INFORMATION ON PACKAGING

AN EXAMPLE?

In every Ferplast item there is a label providing clear information to consumers on the proper disposal of packaging.

Furthermore, we are committed to implementing the EPR directive on the management of waste generated by our products throughout their life cycle (from packaging to disposal).

We do this in several ways: either by joining the various dedicated consortia in the countries to which the products are destined, or through careful communication on the product, its packaging and our own channels.



RACCOLTA DIFFERENZIATA
Verifica le disposizioni del tuo Comune



LESS PACKAGING, LESS CO₂

We were the first to design cages in assembly kit form, with the aim of greatly reducing the volume of packaging and consequently of transport.



WHY IS QUALITY PART OF A PRODUCT'S SUSTAINABILITY PRINCIPLES?

Because in addition to being an intrinsic characteristic of the product and its functionality, it also determines its lifespan: the higher the quality, the longer it will last and therefore the less impact it will have on the environment. In addition to this feature, a permanently available list of spare parts makes it possible to replace worn or broken parts of the product, postponing its obsolescence.



FSC™ certified Wood, coming from sustainable managed forests.

Second Life Iron

Recycled and Recyclable Plastics

Recycling & Reusing

- We use plastic from industrial and post-consumer recycling that is itself recyclable.
- We reuse scraps of fabric and foam rubber to stuff some lines of dog and cat beds.
- In Ukraine, we use production wood waste for the heating system.



WHY REUSE PRODUCTION WASTE?

The re-use of production waste, also known as recycling or material recovery, offers a number of significant environmental, economic and social benefits. These include:



REDUCING WASTE AND LANDFILL



SAVING NATURAL RESOURCES



LOWER ENVIRONMENTAL IMPACT



ENERGY SAVINGS



The mark of responsible forestry

FSC™ CERTIFICATION

To produce our wooden articles, we start with the trunk of a Nordic pine tree. But this in itself is not a virtuous practice.

Sustainability is important, but it must be all-round: **environmental, social and economic.**

This is why we have obtained **FSC™ certification**: an independent, international certification specifically for forestry and forest-based products. It represents our concrete commitment to promoting sustainable forest management that is consistent with the ethical and environmental values in which we strongly believe.

This is important because the world's forested areas amount to more than **4 billion hectares**, which corresponds to about 31% of the land area.

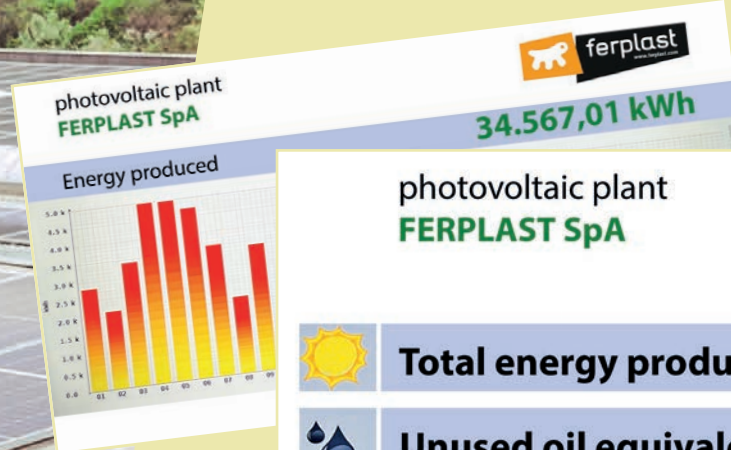
Places where **biodiversity is endangered** by degradation, uncontrolled deforestation and illegality. We at Ferplast want to be in the front line to win this fight. And what do we do with all the waste from wood processing?

We use them to heat rooms, **so we are well and the planet is well too**, because we do not create waste and we reduce the consumption of fossil fuels.





Every choice we make brings about change and makes a difference.



We forecast to avoiding the emission of approximately 520 tonnes of CO₂ per year in Italy. Almost the same for the Slovakian Plant.



Data referred to this time span: April/October 2023

photovoltaic plant FERPLAST SpA	
 Total energy produced	756.268 kWh
 Unused oil equivalent	486 Barrels
 Saved trees	3581
 CO ₂ emissions avoided	537.080 kg

photovoltaic plant FERPLAST SpA	
Plant activation date:	03-04-2023
Peak Power:	999,64 kW
Total energy produced:	756.268 kWh

Photovoltaic plant in Castelgomberto
1 MW = 400 Housing Units

Resources and energy efficiency

Over the years, we have put a lot of effort into trying to use the energy needed to run our production facilities in the most sustainable way possible. Among all of them, the sun, because it is a clean and reliable source of renewable energy, in tune with environmental protection goals. This is why we have already integrated two photovoltaic plants: one in Castelgomberto - in Veneto area - of 1 MW, and one in Slovakia of 900 kW.

As an example, the recent photovoltaic system installed at the Italian headquarters consists of a total of 2,197 solar panels. This installation makes it possible to generate an annual amount of electricity of approximately 1,100,000 kWh, all without using

any pollutants. Thanks to this initiative, a significant reduction in carbon dioxide emissions associated with electricity production is expected. We estimate that the resulting positive impact on the reduction of the greenhouse effect will be considerable, with a forecast of avoiding the emission of approximately 520 tonnes of CO₂ (carbon dioxide) per year.

But that is not all: at all Ferplast locations in Italy, Slovakia and Ukraine, we have integrated LED technology for lighting, and in the Ukrainian one, the heating of the production plant and offices is done using wood processing waste.



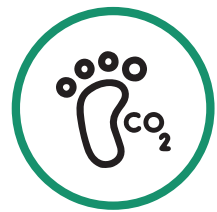
ABSENCE OF HARMFUL SUBSTANCES

A further step on our path towards reducing our environmental impact is the elimination and containment of hazardous substances, in compliance with and exceeding the limits imposed by Italian, European and/or individual country legislation where we market our products.

It is a process that takes place through meticulous control of the supply chain, from sub-suppliers to production, storage and distribution. Ferplast's structure allows us very thorough control of the chain, which takes place through agreements with suppliers, tests at accredited third-party laboratories, tests at our in-house chemical laboratory, training of our employees, and continuous analysis of legislative developments. Two concrete examples are our compliance with directives such as REACH and RoHS, for the restriction of chemicals and lead respectively.

Reducing distances & our Carbon Footprint

Production within European borders is a key pillar in Ferplast's sustainability strategy. This choice not only aligns production with the area where most of our customers are based, but also contributes significantly to reducing pollution from transport, thereby reducing the carbon footprint of our products.



The difference in carbon footprint between production in Europe and the East is influenced by a number of complex factors. These include transport distance, the composition of electricity grids, the energy efficiency of production facilities and the adoption of low-emission technologies.

In general, locally manufactured products have a lower carbon footprint than those imported from remote regions, such as the Far East. This is mainly due to the lower emissions associated with transport. Long-distance transport involves the use of fossil fuels and the consequent emission of greenhouse gases.



LEGENDA

-  Manufacturing Plants
-  Commercial Branches

WE GIVE PREFERENCE TO LOCAL SUPPLIERS

Another aspect to consider is the selection of local suppliers, located close to our production facilities. This choice results in a further reduction of supply chain pollution, contributing in a tangible way to our sustainability mission.



Ferplast's production sites are located in Europe, where most of our customers are concentrated, in order to limit the impact on the territory and reduce pollution caused by shipping.



For People

AT FERPLAST, THE STRENGTH OF THE GROUP LIES IN THE PEOPLE.

Each of us has different origins and backgrounds, but we have a common goal: to make everyone feel part of one big family and united by the same passion and the same will to achieve the results for which customers choose us.

International expansion has led the company to build a multicultural team in which many languages are spoken and communication is agile. The Italian parent company is also in charge of coordinating the management of the foreign subsidiaries, whether commercial or production, which is deliberately local and well rooted in the territory. In fact, we believe that first of all it is important to know local habits and cultures, and that we are more effective by knowing and respecting rather than imposing. For us, this is the concrete way of translating the concept of inclusion and respect for diversity, as well as fostering sustainable business in the different geographical areas of the world.

HIGH DEGREE OF EMPLOYEE LOYALTY

We can also count on a very high degree of loyalty, which reflects a low employee turnover. This is the only way to create a solid basis for working in full synergy.

GRATITUDE TO THE TERRITORY OF OUR ORIGINS

Ferplast has chosen not to relocate Italian production because it has a deep attachment to its roots and to the territory where it was founded and developed. Awareness of the significant contribution made by local people and administrations has made it imperative for the company to continue generating value in this territory and in its own country.

RESPECT FOR AND DEVELOPMENT OF THE TERRITORY



The management of each branch, both production and commercial, is local.

More than **65%** of the employees have been with Ferplast for more than **20 years**. For this reason, an annual recurrence was established to reward employees with more than 25 years of service.



8999
employees

United by a common goal: to grow the company responsibly and take the Ferplast brand all over the world, to make our animal friends and their owners happy.

PRODUCTION SITES

238	FERPLAST ITALIA SPA ♀ 68 ♂ 196
192	FERPLAST SLOVAKIA ♀ 66 ♂ 126
393	FERPLAST UA ♀ 262 ♂ 131

COMMERCIAL BRANCHES

22	BENELUX	3 Executive Managers
4	U.K.	
13	FRANCE	30 Managers
6	GERMANY	
3	POLSKA	
38	RUSSIA	14 Women Managers
11	SUD AMERICA	
2	CHINA	

FERPLAST IS A BIG FAMILY:

that's why we celebrate the company's anniversaries with great enthusiasm, involving all employees and fostering a deep sense of belonging in everyone.

Celebrating 50th Anniversary at Ferplast Spa Italy

2016



Ferplast Ukraine 20th Anniversary celebrations

2019



Ferplast Slovakia 10th Anniversary celebrations

2015



LENGTH OF SERVICE

YEARS	ITALY	UKRAINE	SLOVAKIA
0-5	22	103	54
6-10	8	67	59
11-15	5	34	20
16-20	47	54	46
over 20	82	47	0

AVERAGE EMPLOYEE AGE

AGE	ITALY	UKRAINE	SLOVAKIA
18-25	7	7	9
26-35	11	40	24
36-45	37	97	58
46-55	123	161	54
over 55	59	0	34

The most representative group in Italy is in their 20s: over 65%. In the other two production branches it is more evenly distributed with a good percentage of new hires.

The average age of employees is between 40 and 50 years in Italy where there is a higher retention rate, while in the other two production branches the average age drops towards 25-35 years.

Welfare

Flexibility

Security and Education

SPECIAL ACTIVITIES:

For locations in more disadvantaged areas, such as in the Ukraine, the company finances health insurance for all employees, provides a transport service covering the journey to and from work, makes company areas available for private parties

EMPOWER YOUNG PEOPLE

Initial contact with young people takes place through the availability of hosting training internships during their studies and following graduation, or apprenticeship contracts.

WORKING CONDITIONS AND WELFARE

We always aimed to reward those who work with us every day: that is why - based on the results achieved - we pay out an annual bonus partly in vouchers and partly through a welfare platform with a tax-free amount that can be spent on goods and services. It is a bonus that employees receive before tax. A small gesture in return for great trust.

Ferplast has made working time flexibility an essential element. The company welcomes requests for part-time work, allowing greater flexibility in organising time between work and private life, particularly for those with families, but not only. This flexibility also extends to encouraging virtuous practices with a low environmental impact, such as car sharing, thus promoting a sustainable lifestyle among its employees.



IF EMPLOYEES GROW, SO DOES THE COMPANY

At Ferplast we recognise that our employees are the backbone of our success. For this reason, we invest significantly in their training and safety, creating a working environment that promotes professional development, well-being and personal safety.

HEALTH AND SAFETY FIRST

The safety of our employees is our top priority. We have instituted strict policies and procedures to ensure that each individual can perform his or her job in a safe and secure environment. Conducting business where safety is at the heart of every decision contributes to a healthy and peaceful working environment. In addition, we promote security awareness through training and awareness programmes. Employees are trained to identify and manage risk situations, actively participating in creating a safe environment for all.

When it comes to health, we always strive to disseminate as much as possible a health and safety culture that complies with current standards and regulations, promoting responsible and attentive behaviour. We regularly organise preventive medical examinations for all employees, including new recruits, and include health insurance in contracts.

With reference to the Italian site, 2022 was a year with fewer accidents than the previous year, with a total of 4 accidents, lower than the average of the last 3 years. A very good standard of safety for Ferplast was nevertheless confirmed.



Building future-focused partnerships and initiatives

Collaboration is a fundamental pillar in Ferplast's mission. We work closely with research centres, universities, design schools and freelance designers to jointly conceive and design the best accessories that promote the comfort and well-being of pets. We are committed to involving experts and professionals in the field, such as veterinarians, experienced trainers and connoisseurs of different categories of pets, to ensure that our products meet the real needs of animals and their owners.

A network of skills to innovate

PET CENTRIC INNOVATION

Innovation is the first step to anticipate market changes. We believe in this deeply and invest part of our turnover each year in the development of new products and technologies, with the aim of generating widespread value. We constantly take part in trade fairs and events also outside our industry, so that we always bring new ideas and technologies. In fact, over the years we have diversified our offer by acquiring struggling competitors and exploiting their potential (Marchioro, Hydor), and by entering new market sectors - such as snacks - to integrate them into our standard offer.

Research and Development for the whole Group. We invest in R&D by introducing and transferring technologies between the production branches in Italy, Slovakia and Ukraine. Each subsidiary has a dedicated R&D department, which is coordinated by the Italian headquarters. Space is also given to creativity, innovation, and the development of alternative solutions and prototypes. The Ferplast product development group consists of some thirty people in Italy, Slovakia and Ukraine.



KNOWLEDGE SHARING

We collaborate with research institutes and universities to stay at the forefront of the latest scientific discoveries and best practices in the pet sector. This synergy allows us to develop cutting-edge solutions that improve the quality of life of animals and facilitate the relationship between them and their owners.



CONTRIBUTION OF EXPERTS

We involve experts such as veterinarians and professional trainers, who share valuable knowledge and guidance with us. This collaboration enables us to create products that meet specific needs, improve safety and ensure the well-being of pets.

Ultimately, our partnerships and social engagement reflect **our desire to be an active part in creating a world where pets can enjoy a happy and healthy life.**

With a multidisciplinary approach and the incorporation of expert opinions, we strive to continue to develop innovative products and to support initiatives that promote the respect and well-being of animals.

Social Commitment & Volunteering

PARTNERSHIP WITH ENPA

We have established a valuable partnership with ENPA (National Animal Protection Organisation), one of Italy's leading animal welfare organisations. This collaboration allows us to share expertise and resources, further expanding our social impact and dedication to the cause of animals.



DIABETES ASSOCIATION 1.0

The Diabetes 1.0 Association stems from the desire of some families in Veneto to promote and support the most innovative initiatives in the field of technology and telemedicine applied to paediatric diabetes, with the ultimate aim of improving the quality of life of children and adolescents with diabetes and their families.

SUPPORT FOR UKRAINE

Since the foundation of the subsidiary, we have made constant contributions to local institutions such as the school, hospital and orphanage. During Covid, part of our production department was converted to the production of hygienic masks, which were then donated to the city of Zhytomir. In these last months of war, we have been working to keep production running and to support our employees with basic supplies, food and otherwise. We finance health insurance for them and support the most needy families.



SPONSORSHIPS

We also engage in sponsorships, particularly in local sports, supporting teams of young athletes. Among other things, we are among the official sponsors of the USD Castelgomberto LUX and of some teams in Nesvady, where our plant is based in Slovakia.



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