



# **METRA**

**SUSTAINABILITY REPORT - Year 2022**

## Sommario

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## 1. CEO INTERVIEW

### *Changes and strategic developments*

Metra is a worldwide leading company in the design and manufacturing of extruded aluminium alloy profiles for construction and industrial use.

In the last year the company has undergone notable changes. We responded to the Covid 19 sanitary emergency by making investments and creating value, and by merging new companies within the Metra Group. We have not stopped, on the contrary we have evolved, acquiring even more a prominent position at international level. In particular, plan to expand into the railway sector.

Moreover, to achieve new ambitious international strategic development objectives, the shareholders of METRA signed an agreement for the transfer of the 75% of the company's shares to the American fund KPS Capital Partners.



### *Sustainability*

Sustainability is a milestone of our business. In the short and long term, our strategy of growth must be inspired by principle of sustainability: our commitment responds to our society's and our planet's needs.

Our goal is to minimize our impact on the environment, setting new objectives on the reduction of greenhouse gas emissions in the next years, by renovating our equipment and make investments to be greener and more independent from the point of view of the energy supply.

Safety is also a priority for us: the improved coordination among plants has led to a significative reduction of incidents.

### *Sustainability of aluminium*

The material we work is crucial along the path of humanity towards sustainability: it has high durability and can be recycled 100% and infinitely, without losing its unique qualities and maintaining its residual value.

Aluminium plays a leading role in the construction of sustainable buildings with low environmental impact: it favours the complete utilization of natural light, guarantees energy saving and ensures maximum thermal insulation. It will also be a key factor in lightweighting the world of transportation.

### *The future*

The economic crisis, the pandemic, and all the changes around us, require companies to be proactive and resilient: that's what we are. We want to continue to be a market leader, expanding in our field, making sure that sustainability guides our choices and inspires the change.

Ing. Enrico Zampedri

A handwritten signature in black ink, which appears to read 'Enrico Zampedri', written over a horizontal line.



## 2. ABOUT METRA: THE ALUMINIUM CORE COMPANY

Since 1962 we have been covering markets around the world with custom-made solutions, produced in compliance with the most stringent standards. Our strength is the knowledge accumulated by the companies that make up the group, each with a key specialization in production processes or geographic markets. Diversity that represents a great wealth: a wealth of experience in the management of large as well as small orders, of national and community regulations, of standards belonging to distant sectors. Diversities that find in us a fertile incubator of ideas, with a common denominator: aluminium.

These are our productive and commercial companies:

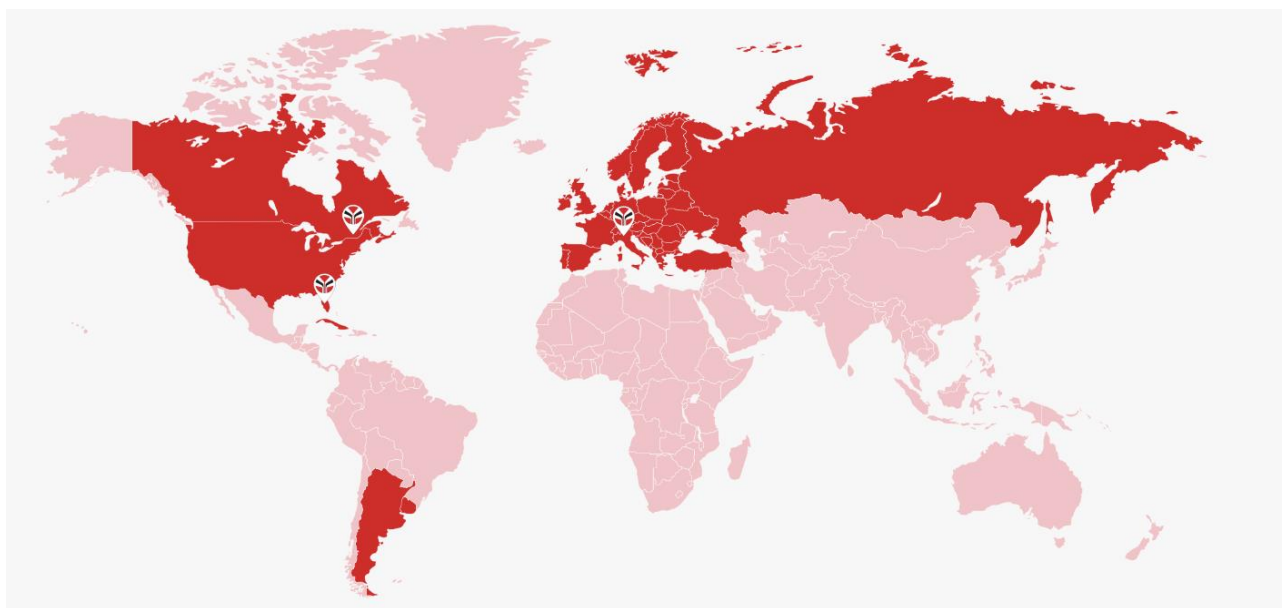
- **FOALL** foundry
- **METRA** headquarter: extrusion, machining, welding, finishing, thermal assembling, and logistic
- **METRA RAGUSA** extrusion, finishing, machining, and thermal assembling
- **METRA SERVICE** knitting and manufacturing
- **IMET** extrusion
- **RUSTICI** welding and machining
- **METRA ALUMINIUM INC.** extrusion, finishing, machining and logistic
- **PROFILE CUSTOM EXTRUSIONS LLC** extrusion and finishing

Our sites around the world are only a part of the places in which we operate on a daily basis. The collaboration on an international scale with designers, industrial realities and builders leads us, day after day, to conquer new markets, to learn about new languages, cultures, production and regulatory needs. Always ensuring our proximity, not only geographic.

### OUR PRODUCTION SITES



## OUR MARKETS



### 2.1 Our Story

Our story is made by steps of great work and success. These are the milestones of the way that made us become who we are.

**-THE BEGINNING** Bertoli, Giacomelli, Marinelli and Zanetti. Four families from Brescia choose, after World War II, to invest in an innovative business project for the time: extruded aluminium for the world of windows. A material still not very widespread, which hid great potential to innovate a market ready to restart. For the first time in Italy, IMET offers window fabricators a catalogue of extruded aluminium profiles. NC 40 is the product that marks the history of the company and the Italian market.

**-1973 - IMET BECOMES METRA. A NEW PLANT, A NEW NAME** The aluminium market for construction grows and IMET grows as well. A few kilometres from the plant, an old rolling mill owned by Metra Acciai is dismantled and the production of extruded aluminium profiles can be moved to a larger plant. The investment in a new 3,000-ton press came in these years. And the choice to change the name.

**- 1980 - FROM THE EXTRUDED PROFILE TO THE SYSTEM** NC 45 is presented at the Bologna Fair: the first Metra window system, complete with all accessories and with thermal break. In a now consolidated market, the attention of consumers and designers shifts from aesthetics to performance and the first regulations on energy saving are born. Metra is among the first manufacturers to invest in an innovative thermal assembly machine and to propose a certified system.

**- 1990 - INTO THE WORLD OF INDUSTRY** The Italian industry that loved steel discovers aluminium and its infinite applications. A new challenge opens up for Metra: to become the strategic supplier for companies in Northern Italy who want to exploit the potential of this versatile material. A new 6,000-ton press and experience are needed to define a replicable method. In a few years, Metra has them.

- **1998 ALTEX EXTRUSION** METRA acquires ALTEX EXTRUSION, that will become METRA Aluminium, a productive site.

-**2000 – IMET METRA** acquires imet, a productive site dedicated to light extrusions and aesthetic finish.

- **2001 - TWO NEW PRODUCTION SITES: IN PIEDMONT AND QUÉBEC** Metra enters the international market. In the province of Alessandria, a few kilometers from the Milan Furniture District, Metra opens a new production plant, where it extrudes small aluminum profiles for furniture. Together with the made in Italy design products, Metra thus arrives in homes all over the world. The acquisition of a third, important extrusion plant in Canada, which strengthens Metra's presence in the American continent, is also in the same years.

- **2005 - THE GOLDMAN SACHS TOWER IN MANHATTAN** In the history of Metra, the new headquarters of the largest investment bank in the world represents a milestone. The Goldman Sachs Tower is the first skyscraper in the world built in compliance with the new anti-terrorism regulations. Thanks to the important experience in the production of structural alloy profiles for the transport sector, Metra is able to support the client in the co-design of a new facade system.

- **2010 - THE REVOLUTION OF THE DISTRIBUTION SYSTEM: THE CENTRALIZED LOGISTICS CENTER** In the midst of the construction crisis, Metra decides to invest in the creation of a new logistics centre to renew the distribution system of the window and door and open a direct service channel dedicated to window and door manufacturers from all over the world. A new automatic warehouse, a new line for thermal assembly, a new painting plant. And an innovative internal certification laboratory, which allows to carry out product tests according to the different international approvals. The Metra centralized logistics hub becomes an operating model for the entire sector.

-**2020-2021 MERGE OF METRA COMPONENTS AND METRA COLOR:** In 2020 - 2021 METRA SPA merged two companies already part of the Metra group: METRA COLOR (painting and oxidation) and METRA COMPONENTS (welding and machining).

-**2021 - AMERICAN FUND KPS BECOMES METRA'S PARTNER:** To achieve new ambitious international strategic development objectives, the shareholders of METRA signed an agreement for the transfer of the 75% of the company's shares to the American fund KPS Capital Partners.

-**2021: ACQUISITION OF RUSTICI S.P.A.:** Based in Pistoia, a historic partner company of large OEM's in the railway sector for the supply of welded structural sub-assemblies obtained from aluminum extrusions and laminates. This acquisition further expands METRA's ability to provide a complete range of value-added services alongside its traditional production of aluminium extruded profiles for the industrial and building sectors.

-**2021: ACQUISITION OF PEXAL PLANT (QUEBEC):** in the first days of November, the Canadian subsidiary Metra Aluminum Inc, has indeed completed the acquisition of the former Pexal plant in the city of Alma (Quebec). The operation is part of the growth and investment strategy of Metra Group, oriented to increase its production capacity and consolidate its presence and increasingly capillary service in North America. Metra Alma (this is the name of the new production unit) produces more than 6,000 tons/year of aluminium extrusions for the American and Canadian markets, that

joins the Metra Aluminium production site in Laval (Montreal) and the Profile Custom Extrusion production site in Georgia (USA).

**-TODAY:** In the last years METRA made significant investments in revamping and process optimization to become even more competitive. In year 2023 is going to acquire a new extrusion plant in USA.

## 2.2 The Aluminium

The prince of the elements, an exceptional metal.

For 60 years, aluminium has been an ally of Metra: a profound knowledge of the raw material and the entire production chain. Decades of updating, investments in technology and know-how that make the difference.

**-THE ALUMINUM** Aluminium is one of the most common elements in nature and one of the cheapest in terms of energy production cost. It is a light and eco-sustainable metal, it can be 100% recycled and for an infinite number of times while retaining its characteristics. It is resistant to corrosion and can be easily worked at high and low temperatures. Aluminium is characterized by a high electrical, thermal and sound conductivity and it has a reflective capacity that promotes energy savings.

**-ALUMINUM ALLOYS** The Metra team guarantees maximum competence in the selection of the most suitable aluminium alloys for the different markets and individual projects. In fact, aluminium extrusion can concern various types of alloys, selected on the basis of the use of the extrusion and the required mechanical strength. We always pay particular attention to environmental issues, among Metra Industry aluminium alloys our customers can choose the greenest and “low carbon” ones.

## 2.3 Our production capacity

To propose aluminium solutions with an advanced engineering contribution, it is necessary to know the raw material in depth. And knowing how to shape it on the required forms, the expected performances, the designed aesthetics. It is necessary to know the economies of scale, for the economic sustainability of large and small projects. It is necessary to have complete control of the entire production cycle. And we, at Metra, have it. Our production capacity is going to increase thanks to the recent and next acquisitions of new production plants.

**- THE MATRICES** For those who, like us, mold aluminium on the designer's drawing, the matrix is the heart of everything. Our warehouse houses about 13,000 dies, with maximum dimensions of 850x530 mm, capable of extruding over 35,000 different types of aluminium profiles. Every day, on average, we handle 160 of them to meet the production needs of the entire plant.

**- THE EXTRUSION PRESSES** The heart of our business. In our plants worldwide, 13 presses are installed (7 in Europe and 6 in north America) with power from 1,860 to 7,450 tons which can extrude up to 70,000 tons of aluminium per year. Thanks to the particular dimensions of the system, we are able to extrude aluminium profiles up to 700 mm in width and 30,000 mm in length.



- **THE PAINTING SYSTEM.** The painting process is structured to pre-treat (in 12 different steps) and paint extruded aluminium profiles up to 7,200 mm long. The painting treatment with wood effect is "made in Metra", which reproduces the appearance of the various essences on the aluminium.

- **MECHANICAL WORKINGS** In order to offer the customer a complete management of the order, in Metra we also take care of the mechanical processing internally. We have CNC centres, and we are able to process extruded aluminium profiles up to 26,000 mm in length and up to 700 mm in width, particularly in demand by the transport industry and beyond.

- **WELDING** The process is mainly managed for the railway market within a dedicated 6,500 m<sup>2</sup> site in Rodengo plant, equipped with fully automated portals up to 30 m long, first for welding and then for machining.

- **THE LOGISTICS CENTER** The automatic warehouse in Rodengo (6,054 niches capable of storing profiles up to 6,800 mm long and packs of 600x450mm) which allowed us to renew the distribution system of the window and door and open a direct service channel dedicated to window and door manufacturers from all over the world.



## 2.4 Our Mission

What we are and how we operate allows us to offer each client - designer, producer, architect or builder - a contribution that is not only technical, but also highly cultural. In these first 50 years, Metra solutions have increasingly integrated into the productive thinking of companies operating on the market. And even today our commitment is aimed at making their products, their projects even better. To improve the quality of life of those who use them, every day. Our **policy** is available on our website at this link: <https://www.metra.eu/sostenibilita/>

## 2.5 Our process, our strength

The Highest-level integrated chain, made by people.

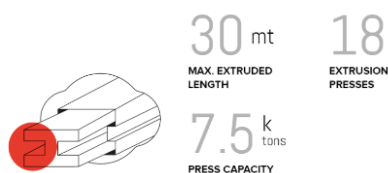
- **Foundry FOALL:** Everything starts from here, where pre and post-consumer aluminium is melted and transformed into billets that will be entered into the production process to be extruded to create high-technology profiles.

The Metra Industry chain is structured to be eco-sustainable thanks to internal recycling, special alloys and green alloys that guarantee low environmental impact with low CO<sub>2</sub> emissions.



- **Extrusion:** Size and complexity are our challenge: thanks to our presses, we offer a wide range of extrusions, from 0.5 kg/m to 70 kg/m. We work with complex geometries and the tightest

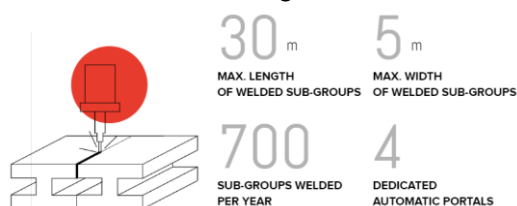
tolerances. We specialize in the use of structural alloys. Our state-of-the-art systems express the best quality and process performances.



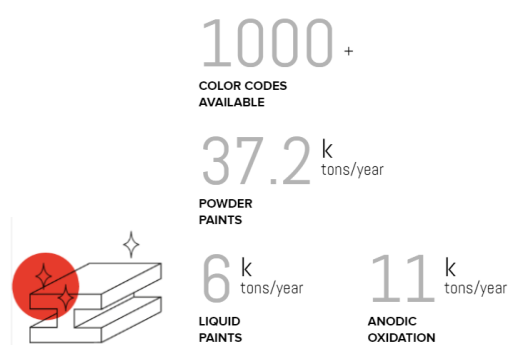
- **Machining:** We guarantee the just-in-time supply of the required component, ready to be assembled on the production line. We take care of all phases of machining, kitting and assembly, for the most demanding markets. Our machine park includes CNC centres up to 30m long and 4x30m portals fitted with laser quality control, thermal compensator and 3D probe.



- **Welding:** Our new generation site completes the vertical integration of the company, driving down all costs and waste thanks to our integrated logistics directly connected to the extrusion presses and the internal storage of all materials in the various processing stages.



- **Finishes:** METRA aluminium is forever: our tested finishes are intended to extend the life cycle of the product. Stainless finishes, anodic oxidation and painting in bars or by piece. Custom colours, treatments that guarantee maximum resistance to corrosion, stains and scratches for high aesthetic performance.



- **Logistics** Our automated warehouse with over 6,000 locations is capable of providing an immediate response to just-in-time supply requests.



### 3. OUR BUSINESS

For over 50 years, we have been collaborating with the transport industry, by road and rail. With mechanical and pneumatic production. Furniture and interior design. Construction and architecture. Sectors that have found in aluminium a material with great performance and in Metra a flexible, reliable, complete partner. Today, our offer of solutions remains transversal. Skills transfer. Innovations get contaminated. To raise quality, in all markets. From METRA, two main divisions are born: **METRA Industry** and **METRA Building**. Two commercial realities created to respond even more effectively to the specific needs of the industrial application and construction markets.

The **METRA Industry** world produces aluminium extrusions with a high technological content through a vertically integrated supply chain which, in addition to guaranteeing the quality of the entire process and the finished product, responds to the complex needs of numerous end markets. METRA Industry's products find application in the railway, mechanical, industrial, automotive, transport, rubber, design & furniture markets.

**METRA Building** is METRA's division operating in the production and distribution of systems for windows, French windows, entrance doors, curtain walls, balconies, interior doors and partition walls. An aluminium DNA that the company has transferred into innovative technologies and integrated systems with an essential and modern design, today used even in the most futuristic constructions. Two macro areas now work together in the Building division: **Systems**, which includes the products and integrated systems in the catalogue, and **Architectural Solutions**, which brings together the large customised projects for the world of architecture and construction.

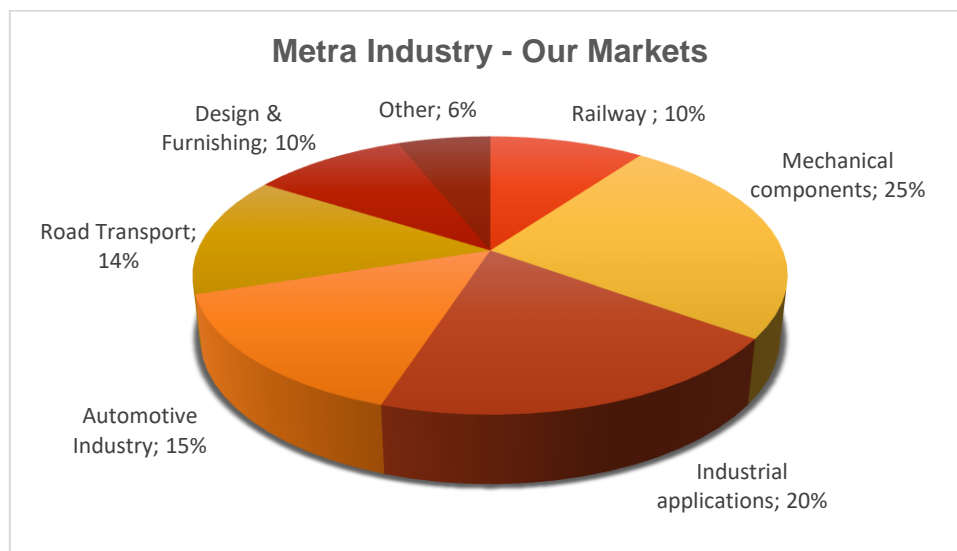
#### 3.1 METRA INDUSTRY

Since 1962, Metra has been leading, supporting and exporting all over the world with the highest standards. METRA industry is the division dedicated to the industry production.

##### 3.1.1 Our Markets

In the world around us, at the heart of the main markets.

60 years of experience, successes and a solid and concrete approach have allowed METRA Industry to enter the main markets, understanding their needs and translating them into highly specific products and services for each individual End Market. Our markets are:



- **RAILWAY** In the railway sector, extruded aluminium plays a leading role, as it combines the reduction of weight and mechanical strength with the reduction of energy consumption and the reduction of CO<sub>2</sub> emissions into the atmosphere. This is possible thanks to the use of structural extrusions of high weight, large dimensions and lengths up to 30 metres, which can only be achieved with presses over 7,000 tons of power, machinery which METRA Industry has been using since 2001. Our structure allows us to guarantee very high quality and organizational standards in the production of extruded products, welded and supplied in subgroups, ready for assembly.



- **MECHANICAL COMPONENTS** Our knowledge of aluminium in the mechanical components sector is the result of long-standing collaboration with numerous leading players of the whole supply chain. Thanks to the most advanced systems and the strong impetus of METRA Industry towards innovation, we have completed challenging projects that have well exceeded the boundaries of classic aluminium applications. We produce advanced extruded components, ready for assembly, and at the same time we offer a targeted and comprehensive service.



- **INDUSTRIAL APPLICATIONS** METRA Industry's long history and the vast experience in the various applications of aluminium make us unique partners for the creation of great works all over the world and for the development of innovative uses of light alloys. The industrial sectors supplied by METRA include the energy and infrastructure sectors.



- **AUTOMOTIVE INDUSTRY** METRA Industry supplies the premium automotive industry with extruded parts for BIW (Body In White) and Battery Pack components. This is confirmed by the exclusive IATF 16949 certification, the most important automotive standard in the world and essential requirement to be part of the specialized supply chain. The main features of the extrusions used in BIW are the complex geometries and the low thicknesses guaranteed by process simulation, innovative high-performance alloys and the special destructive tests performed in-line.



- **ROAD TRANSPORT** The world of trailers, semi-trailers and equipment is an industry that METRA Industry has supplied since the first vehicles made of aluminium, a material now used by the biggest brands and with the most advanced products. METRA Industry is the chosen supplier of market leaders thanks to its high production capacity, wide range, long tradition, extensive knowledge of



the market, integrated finishes, the eco-friendly alloys, flexibility of service and consistency of quality.



### 3.2 METRA BUILDING

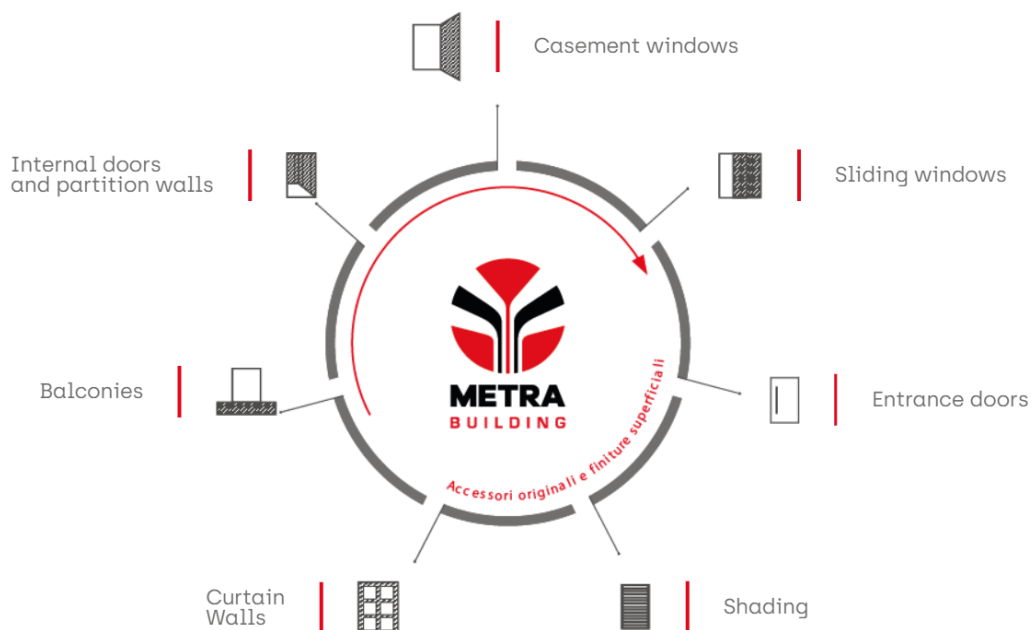
We have been producing integrated aluminium systems. Our product ecosystem consists of casement and sliding windows and doors, entrance doors, shading systems, curtain walls, balconies, interior doors and partition walls. We have used our know-how to develop technologies and innovative, sustainable, modern products with essential design.

#### 3.2.1 Our customers

METRA Building is at the side of its interlocutors with a selection of services designed for the most specific needs. We support private end-customers who choose our aluminium windows and doors for their homes, designers who design spaces with us and retailers who rely on METRA Building to offer the best.

#### 3.2.2 Our divisions

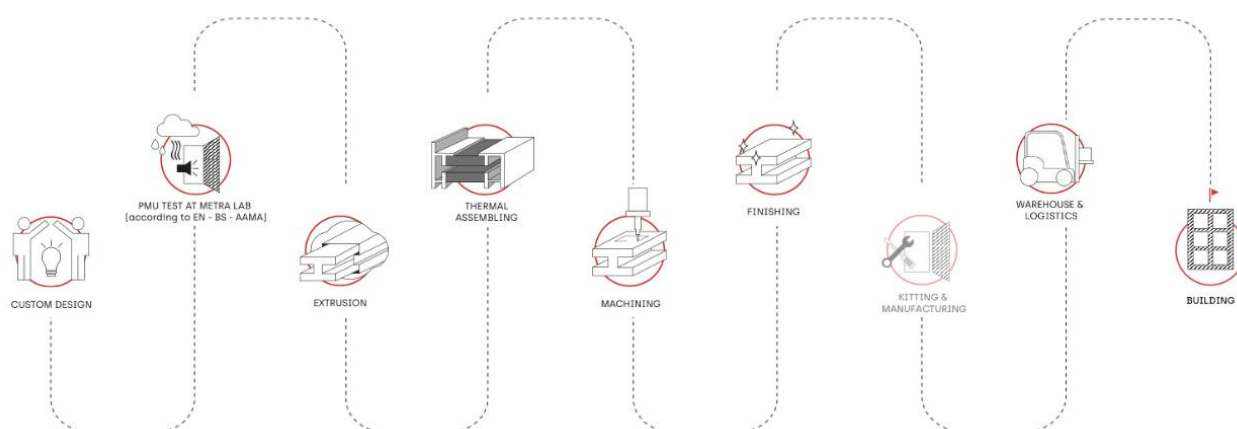
**-SYSTEMS - OUR PRODUCTS** The Systems division, thanks to the experience and expertise acquired over the years, provides our customers with integrated systems of aluminium casement and sliding windows and doors, entrance and interior doors, shading systems, curtain walls and balconies studied and designed in detail, complete with everything. From accessories to finishes, METRA Building aluminium windows and doors guarantee high thermal performance, soundproofing power, burglary resistance and cutting-edge design. The integrated aluminium systems in the catalogue are:



**-ARCHITECTURAL SOLUTIONS - CUSTOM PROJECTS** The METRA Building Architectural Solutions division was created to provide cutting-edge aluminium solutions all over the world, developed by our specialists who, together with the most visionary designers, collaborate in the conception and realisation of buildings destined to make architectural design history. Thanks to its hi-tech profiles and unique know-how, METRA Building is the ideal partner to transform the most ambitious building and architectural projects into reality, conventional or non-standard.

The quality of METRA Building is transversal to every process. The entire supply chain is supervised internally and centrally controlled to ensure maximum efficiency, since 2009 we have been equipped with a sophisticated ERP system

The Architectural Solutions division offers know-how, experience and the highest technology for the design and extrusion of aluminium systems for the building, architecture and construction world. METRA Building provides customers with the skills of specialized technicians and designers to provide support from the early stages of architectural design to the definition of the structural solution.



In this case before the production, in the technical R&D department, co-engineering and co-design of architectural projects, as well as the entire coordination of the whole product industrialisation phase, come to life.

METRA building through the test called “PMU” guarantees the highest level of quality, feasibility, durability and reliability of aluminium solutions for the building industry, respecting the standards dictated by the European EE, British BS and American AAMA standards. This test allows us to conclude the co-engineering phase with our customers in the best possible way.

After the finishing, to provide a truly complete service, METRA Building supplies assembled kits made up of machined aluminium profiles and fastening products such as gaskets, plastics, screws and metal sheets. These kits are always supplied with custom-made packaging and meet all construction sit requirements.

### 3.3 METRA BALANCE SHEET 2022

At the level of the Metra Group alone (therefore without considering the American company Profile) it closed the year with approximately 66,806 tons of aluminum sold, an increase of 8% compared to last year. Turnover in Euros recorded a significant increase (+50%) going from 328 million euros in 2021 to 493 million euros in 2022. The change is due to the higher volumes delivered but also to the increase in prices of sales linked to the generalized cost of all production factors, primarily raw

materials and energy, but also a significant increase in personnel costs due to the use of night and holiday shifts on all plants (during 2022 they worked at full capacity for most of the year). The energy component (electricity and gas) underwent an increase of +73% measured as cost per ton sold), lower than the market growth because it was mitigated by hedging operations carried out before the outbreak of the energy crisis (consumption was covered on average at 50 % with peaks of up to 80%) and thanks to the tax credits available on the basis of the various legislative provisions that have followed one after the other (approximately 3.5 million euros of contributions were accounted for during the year).

The 2022 financial year for the Metra perimeter closed with a net consolidated profit of 19.2 million euros (2021 profit: 8.7 million euros). Consolidated Gross Operating Margin (EBITDA) amounted to EUR 49 million, an increase of 52% compared to the previous year (EBITDA 2021: EUR 33 million).

The final data of the consolidated financial statements of the Metra Group for the year that has just ended are better than the industrial plan approved by the Board of Directors (turnover: +14% – EBITDA: + 29% – Net Profit: + 55%).

### 3.4 IMPROVEMENT PROJECTS AND INVESTMENTS 2022

In 2022, a “continuous improvement” plan was implemented at an industrial level from a Lean Manufacturing perspective of performance in the production sector with a particular focus on reducing costs and increasing product quality thanks to flow optimization and inventory reduction of warehouse. As part of the activities to improve the governance and risk control system, the organizational models compliant with the provisions of **Legislative Decree 231/01** were implemented at all the Italian companies of the Metra Group and at the Canadian subsidiary Metra Aluminium where steps were taken to adopt the group code of ethics and conduct and to develop specific procedures on anti-corruption, antitrust, export control and conflicts of interest.

On the **Information Technology** front, a significant effort was made to increase Cyber Security also thanks to a mandatory training plan for personnel on the subject in collaboration with Fasternet, the implementation of the Salesforce system for the management of commercial activities (CRM) and the new payroll and attendance management platform was activated with the provider Intelco. With regard to the activities related to the application of technologies in the industry 4.0 field, projects continued to connect the main plants to the SCADA (Supervisory Control and Data Acquisition) and Stain data collection tools for the collection of production data, the analysis of OEE (Overall Equipment Efficiency) and preventive maintenance.

During the year, the Metra Group undertook the certification process aimed at qualifying the **environmental impact of the secondary aluminum billets** of its own production with the use of recycled aluminum (**ISO 14067 CFP – Carbon FootPrint** – to certify the low impact of CO2 emissions per ton of aluminum produced and **EN 15804 EPD – Environmental Product Declaration** – to certify the Life Cycle Assessment of billets).

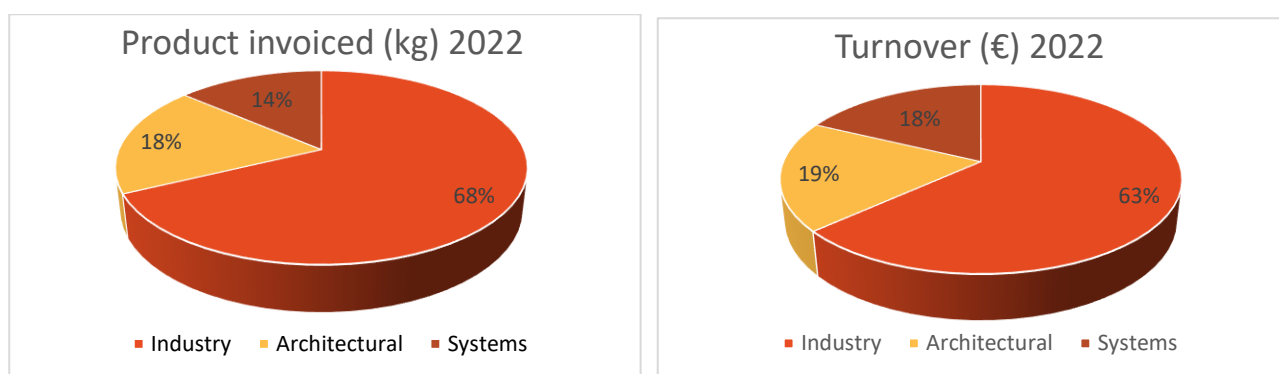
In the Canadian plant of Laval of **Metra Aluminium**, the preheating furnace and the cutting plant of the 9” press were replaced and again in Canada at the Alma (Quebec) plant, the 3,000-ton press restoration activities continued. Again, in Canada, the negotiations for the three-year renewal of the work contract concluded positively at the end of 2022. The total value of the investments completed in 2022 at group level Fengari consolidated was 19.6 MEuro.

### 3.5 MARKETS AND MAIN ORDERS ACQUIRED IN 2022

The Metra Group's strategy of operating with two highly specialized divisions (Industry and Building) was consolidated and strengthened also in 2022, with the aim of responding even more effectively to the specific needs of the markets for industrial applications and construction.

70% of the 2022 turnover was achieved by the Industry division and the remaining 30% by the Building division; overall, 45% of the turnover was achieved in Italy, 36% in the USA and Canada and the remaining 19% in the rest of Europe.

Below it is possible to see the distribution of our activities, all over the world, by turnover and by quantities of processed material during last year.



The railway sector accounted for about 20% of the orders acquired in 2022 thanks to ambitious projects with the main European train manufacturers such as HITACHI, ALSTOM, SIEMENS, TITAGRAH. For this sector, sub-assemblies such as roofs or complete carriage floors are mainly supplied, welded and mechanically machined at the Rodengo Saiano (BS) and Montale (PT) plants.

In the automobile field, the project for the battery pack of the Maserati Grecale Folgore and the supplies of extruded body in white components that are mounted on Ferrari, JLR and Aston Martin should be mentioned.

About 30% of Metra Industry's turnover is instead destined for the mechanical end market, with custom-made special components for the leading companies in the sector present in Italy, Europe and many of which are excellences of Lombardy.

## 4. ASI – THE ALUMINIUM STEWARDSHIP INITIATIVE

*A new milestone for METRA's Corporate Social Responsibility: ASI certification*

**ASI Aluminium Stewardship Initiative** is a global non-profit that establishes aluminium industry standards and certifies value chain members to maximize sector sustainability, which aims to collaboratively foster the responsible production, sourcing, and stewardship of aluminium.

In 2020 METRA became an ASI member, for two of the companies of the group: **METRA SPA** (our headquarters in Stacca 1 street) and **FOALL** (our foundry).

The important certification process was successfully concluded in **April 2022**, which thus reinforces its sustainable policy, confirming its constant and active attention to environmental ethics.

The achievement of this certification represents a fundamental step in the path of growth and consolidation of METRA, which is aware of how important it is today to work in the direction of



environmental protection, guaranteeing all stakeholders the security of making socially responsible purchases.



## 5. SUSTAINABILITY - TRANSPARENCY

The data presented below refer to the METRA SPA ASI certified sites (in Stacca 1 street and the foundry).

The general principles that inspire Metra are: impartiality, honesty, fairness in case of potential conflicts of interest, confidentiality, relations with shareholders, enhancement of share investment, value of human resources, fairness of authority, integrity of the person, transparency and completeness of information, diligence and accuracy in the execution of tasks and contracts, quality of services and products, fair competition, responsibility towards the community and environmental protection.

Metra has adopted a Model of Organization, management and control pursuant to Legislative Decree 8 June 2001, n.231.

With this Decree, entitled "Discipline of the administrative liability of legal persons, companies and associations even without legal personality" (defined as "Entities" or "Entities") the regime of administrative liability was introduced into Italian law. This regime is borne by the aforementioned for certain crimes committed by members of the top management and by those who are subject to the direction or supervision of the latter, in their own interest or advantage.

Art. 6 of the Decree provides for a specific form of exemption from liability if the institution demonstrates the existence of certain conditions, including:

- the adoption of the appropriate organization and management model to prevent crimes and offenses of the species that have occurred;
- the task of supervising the operation and observance of the model itself, as well as verifying the constant updating to the situations and regulations in force;
- those who committed the crime acted by fraudulently circumventing the organizational model;
- there has been no omission or insufficient supervision by the body in charge.

Metra, sensitive and oriented to the need to guarantee the highest conditions of safety and transparency in the implementation of company activities by protecting members and shareholders of the Group, considered the adoption of the aforementioned Model appropriate. Together with the Code of Ethics, it was assessed that it could represent a valid tool for raising awareness among employees and collaborators, followed in the entirety of its aspects and in line with the Company's internal policies.

The Organization, Management and Control Model pursuant to Legislative Decree 231/2001 has also been adopted to protect the risks related to the fight against corruption. Metra categorically prohibits any form of active and passive corruption, no form of gift is also allowed that can be

interpreted as exceeding normal commercial or courtesy customs and / or in any case aimed at guaranteeing favourable treatment in the conduct of activities related to the company.

### 5.1 Our code of conduct

Metra has adopted a Code of Ethics and Conduct aimed at ensuring conditions of fairness and transparency in the conduct of company activities, to protect its position and image and that of the company's companies, its shareholders and the value of its employees.

The Code of Ethics consists of the general principles that define the reference values in relations with all the subjects involved in Metra's activities, the conduct criteria that provide the guidelines to be followed by the implementation mechanisms that describe the control system for compliance with the Code of Ethics and for its continuous improvement.

### 5.2 Non-Compliance and Liabilities

During the reporting period, there were no confirmed incidents of corruption in which employees were dismissed or subjected to measures, or in which contracts with business partners were terminated or not renewed due to corruption-related violations.

During the reporting period, no incident of discrimination was detected within Metra. The company puts respect for people in their entirety first, promoting their enhancement without any kind of discrimination.

In the last 2 years METRA SPA didn't receive significant judgments, penalties or non-monetary sanctions for failure to comply with Applicable Law.

METRA is working to catch up with the requirements of the legislation in terms of fire prevention. The adaptation project is substantial, has developed over several years and we plan to conclude it by the end of 2022.

## 6. SUSTAINABILITY - ENVIRONMENT

Our Green Philosophy: **Nothing is wasted, everything can be recycled. Endlessly.**

For Metra "green thinking" is a natural fact. The world of METRA revolves around aluminium and the green philosophy behind the use of this material. Aluminium is 100% recyclable and can be used and recycled endlessly: this is a great environmental advantage.

We adopt this green philosophy, and we give our customers the opportunity to do the same: by choosing Metra they can opt for the use of low-carbon aluminium alloys, for example raw materials containing a greater proportion of recycled product.

Moreover, our respect for the environment can be seen in various aspects of our production chain. The application of an environmental management system compliant with the international certification **ISO 14001** (certified in METRA SPA) has allowed a concrete improvement from an environmental point of view over the years.

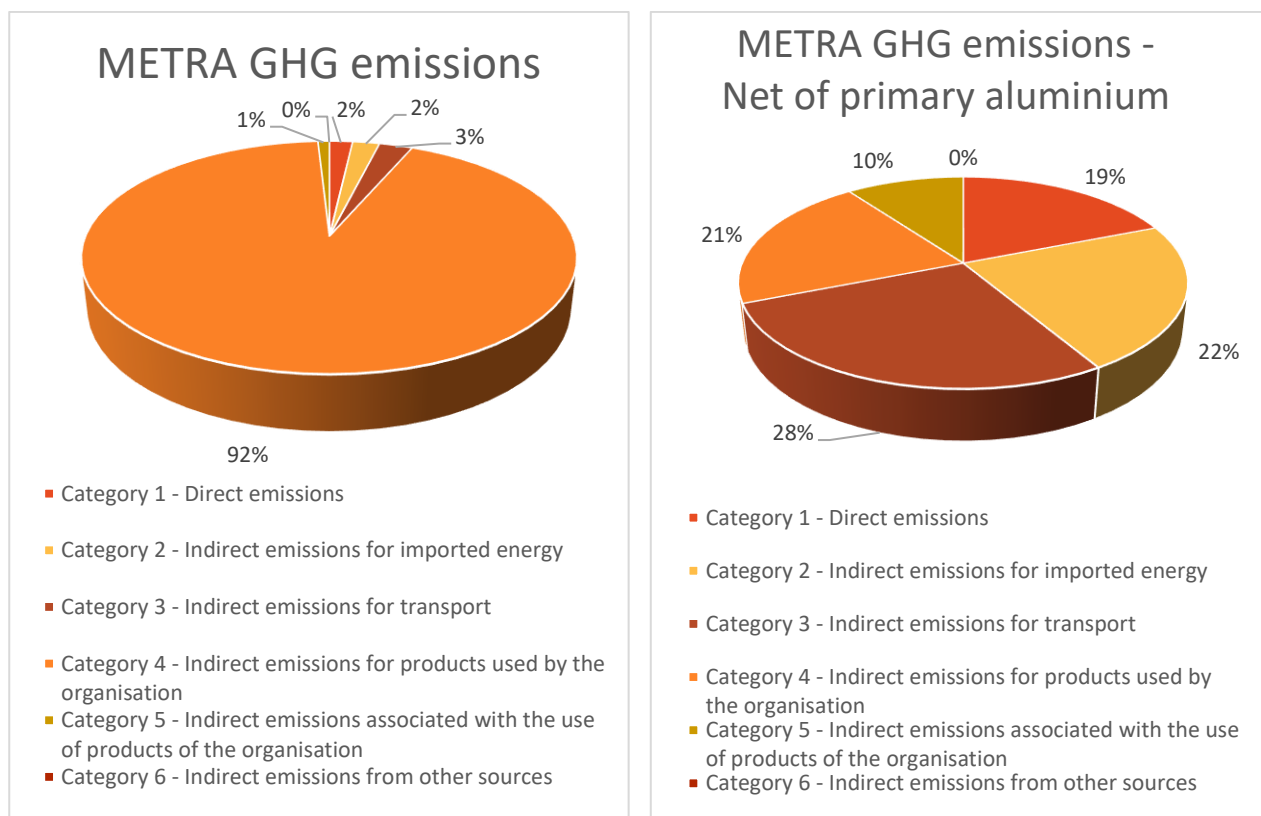
## 6.1 The Environmental impact of our sites

Climate change presents considerable challenges because we need to limit the environmental impact, in particular the 2015 Paris Agreement calls for a global commitment to mitigate climate change and keep global temperature rise below 2 ° C.

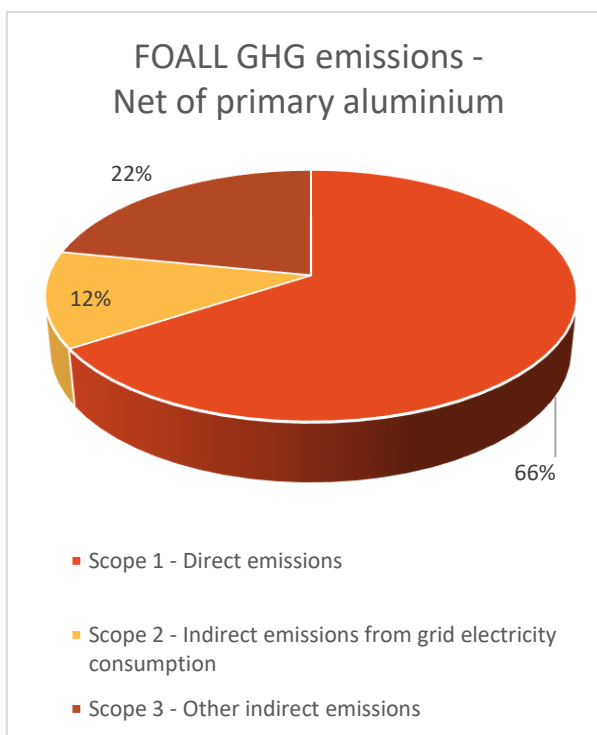
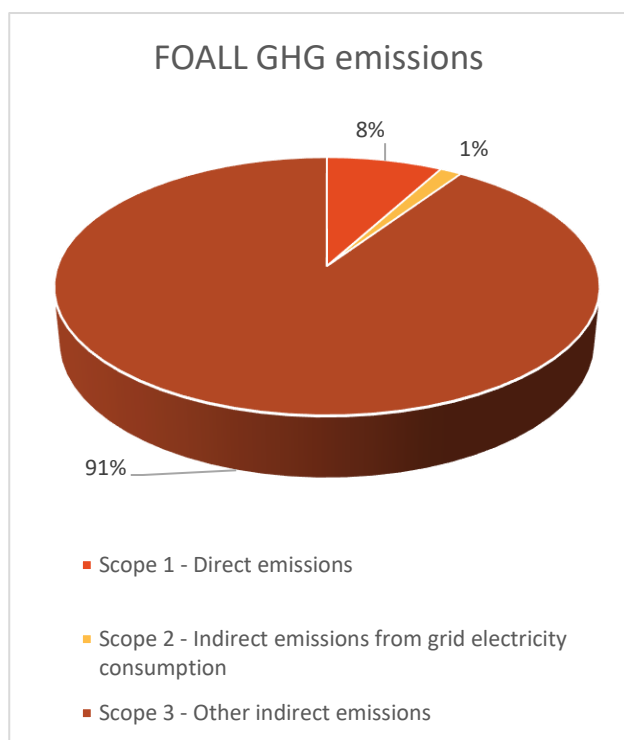
We are dedicated to respecting the environment and thrive to constantly reduce our impact on the Earth, to concretely contribute to the achievement of the objectives about climate change.

We analysed the **GHG** emissions of our sites. These assessments include the entire lifecycle inventory of aluminium production from casting to production of billets and aluminium profiles. METRA SPA activity is design of building systems and profiles for industry, extrusion and the supply of aluminium alloy profiles. The raw material come directly from the foundry FOALL or from other suppliers. The production cycle is under one roof: in this way we avoid moving materials on the road because we manage to keep the entire production cycle under one roof, thus reducing the emission into the air.

The **Carbon Footprint** study conducted on the **METRA SPA** data and measurements relating to the year 2020, in line with ISO 14064-1:2019, shows that CO<sub>2</sub> emissions are equal to **6,948 tCO<sub>2</sub>eq/tAl**. For METRA SPA the most significant contribution on CO<sub>2</sub> emissions is linked to the indirect emissions caused by the production and processing of primary aluminium.



The **Carbon Footprint** study conducted on **FOALL** data and measurements relating to the year 2019, in line with ISO 14064-1:2012, shows that CO<sub>2</sub> emissions are equal to **3,177 tCO<sub>2</sub>eq/tAl**. As before said, and as it is possible to see in the charts, the most significant contribution is linked to indirect emissions caused by the production of primary aluminium.



## 6.2 The Environmental impact of our products

Sustainability is a key asset for Metra that is realized through the production of **METRA RE.AL.E green alloys**. METRA RE.AL.E is the new range of low carbon alloys produced by METRA at its Brescia headquarters. The chosen name, with its contemporary and immediate flavor, combines the prefix 'RE' (recycle) with the suffix 'AL' (aluminum) and the letter 'E' (extrusion). The sum of the syllables recreates the word "reale" (real), meaning authentic, true, underlining METRA's ability and commitment to create real and concrete answers to the new needs of sustainability. Real is also the circularity of METRA's production: extrusion, waste recovery, melting and production of new alloys.

The main material of this process is aluminum, which with its features, durability, 100% recyclability, lightness and resistance, becomes the ideal material to face the challenges of today and tomorrow.

The combination of all its qualities makes it unique in terms of environmental performance.

We undertook the certification process aimed at qualifying the environmental impact of the secondary aluminum billets with the use of recycled aluminum from our scrap according to **ISO 14067 CFP – Carbon Footprint**, to certify the low impact of CO<sub>2</sub> emissions per ton of aluminum produced and **EN 15804 EPD – Environmental Product Declaration** – to certify the Life Cycle Assessment of billets.

We also conduct LCA study on windows and doors, by analysing our "worst cases" line of product, in order to be representative of all our line of products. The studies were validated by **EPD Italy**.

The **LCA** are available on request at [hse@metra.it](mailto:hse@metra.it) and it is possible to download them at <https://www.epditaly.it/>.

## ALUMINIUM GREEN ALLOYS:

**MORE TYPES**  
of alloys with 100% recycled aluminium

**METRA INDUSTRY:**  
ALLOY 6005A  
ALLOY 6082

**METRA BUILDING:**  
ALLOY 6060

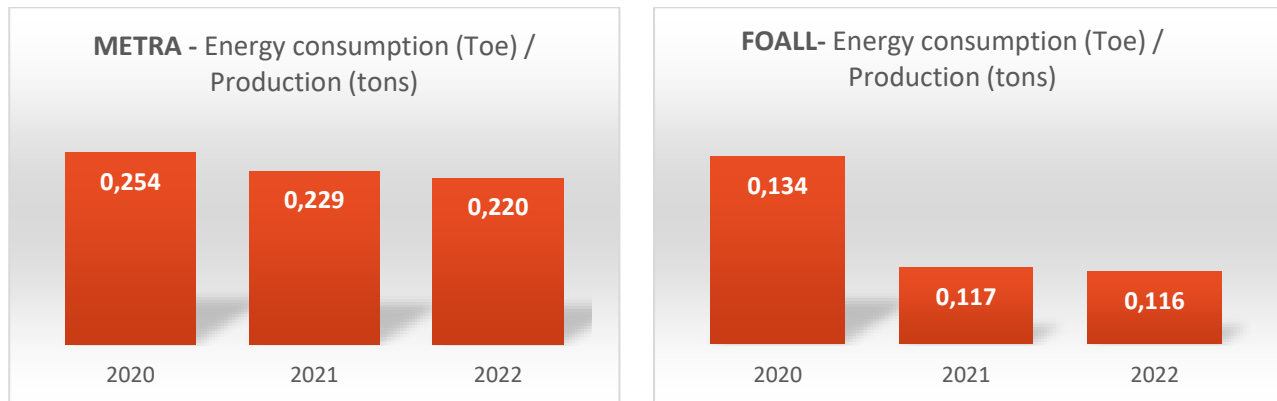


**Our Goal:** we want to reduce GHG emissions of the sites by 2% in 3 years in reference to 2021 baseline, by working on the projects that are explained in detail in the following paragraphs.

### 6.3 Energy

METRA SPA is careful to optimize energy consumption. The production takes place with energy savings and often with natural fuels (methane), and all production is low energy impact and largely operated using natural fuels.

The total energy consumption in terms of TEP (Toe, tons of oil equivalent) over the total production is reported in the following charts, for METRA and for FOALL:



As it is possible to see, thanks to the continuous improvement in more sustainable techniques, the energy consumption is substantially reduced over the years.

We want to reduce GHG emissions by 2% in the next 3 years, in reference to 2021 baseline, working on concrete projects on energy consumption such as:

- collecting energy consumption suggestions from all company operating subjects
- installing heat exchangers, replacing old motors and compressors and installing inverters to optimize the use of energy
- Monitoring energy efficiency of the equipment
- Replacing of lights with LED
- Compressed air leaks check and repairs
- Connect Foall to Metra's compressor room (that is more efficient)
- Installing soft start for extrusion presses pumps
- At the beginning of 2023 the new Energy audit will be done
- Foundry holding furnace replacement in 2023
- Optimization of the use of energy and water on the press quenching line in 2023/2024
- Optimization of the use of soda in dies cleaning department in 2024

### 6.4 Emissions to air

Within the METRA SPA and FOALL plant, emission points into the atmosphere have been identified, some of which are subject to authorization and others are considered insignificant emissions by the law.

Gaseous emissions are controlled by the company as required by environmental authorizations, and the results of these controls are available to the competent authorities. The concentration levels of dioxin emissions are lower than within the legal limits imposed by environmental authorizations.

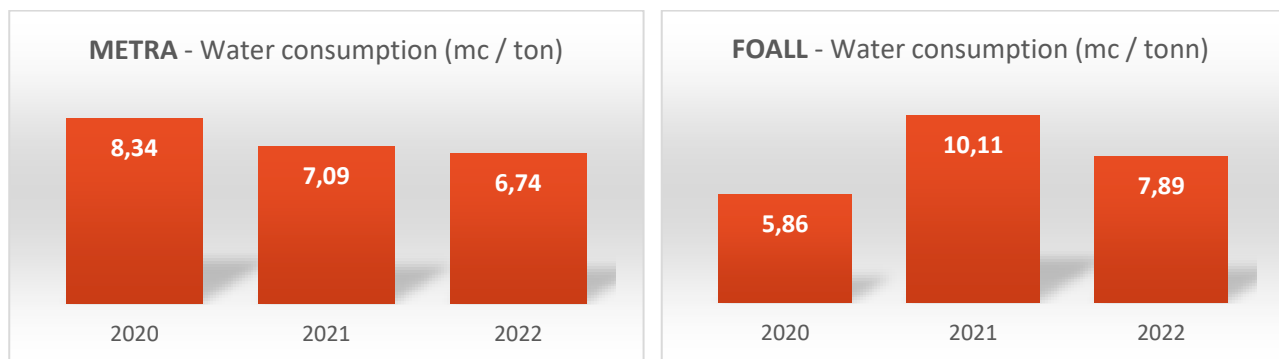
## 6.5 Water consumption

Water supply for the industrial settlement takes place through the extraction from authorized wells. Water supply for hygienic and sanitary use, the canteen and fire prevention network take place from the local aqueduct.

The use of water in our production processes is of particular importance during the casting and cooling phase of the metal in the foundry. Another important use of water is also about the cooling of the extruded profiles, machinery cooling and dies cleaning.

In order to protect the water resource, it was chosen to include systems and technologies that minimize the consumption. For example: through evaporative towers and closed water cycles it is possible to reuse part of process water.

The total water consumption over the total production is reported in the following charts, for METRA and for FOALL:



The use of water is not directly controllable because it depends on many factors. Water consumption, however, is very low compared to the quantities granted by our permit.

No significant water-related risks are identified.

### Our Goal:

- Optimization of the use of energy and water on the press quenching line in 2023/2024
- Revamping of FOALL evaporative tower in 2024

## 6.6 Effluents

Water from the cooling process is treated in a special sedimentation and oil separation system and then it is delivered to the surface water body, as well as other process water that needs no treatment. Domestic wastewater is conveyed to the public sewer.

Initial rainwater from the area around the foundry is treated in an appropriate treatment plan, while other rain water is delivered to the surface water body.

These discharges are constantly analysed according to a monitoring plan compliant with our Environmental Authorizations.

No significant water-related risks are identified.

## 6.7 Waste

The company has a formal waste management plan and regularly submits the final balance (MUD) each year to the competent authorities.

According to the legal requirements, the company keeps track of the waste on special loading and unloading registers, integrated with the relevant transport forms.

Before delivery, the waste produced is stored in demarcated and waterproofed areas, in special containers or bags.

For transport and disposal, the company uses duly authorized contractors.

All the raw aluminium scrap produced in METRA is re-melted in the foundry, therefore the quantity of scrap is minimized.

The dross is treated as waste with CER (EWC) 100315\*, and it is conveyed to recovery.

**Our Goal:** Optimization of the use of soda in dies cleaning department in 2024, reducing the quantity of exhausted soda

## 7. SUSTAINABILITY – SOCIAL

Metra does not discriminate, in employment opportunities, benefit or privilege, by race, skin colour, national or ethnic origin, age, religion, disability status, pregnancy, sex, sexual orientation, gender identity or expression, genetic information, marital status or other protected categories.

The company also categorically prohibits the abuse of power in managerial and non-managerial positions, supporting the analysis of control activities through active personnel available for disputes at all times, in order to prevent and immediately eradicate potential conflict situations within the work context.

Metra guarantees the physical and moral integrity of its employees working conditions that respect individual dignity and safe and healthy working environments.

This is why Metra safeguards workers from acts of psychological violence and counteracts any discriminatory or harmful attitude or behaviour of the person, his beliefs and preferences.

In addition, retaliation against those who make good faith complaints about harassment or discrimination, who express concerns about conduct prohibited by this policy, or who have cooperated in investigating a complaint are not tolerated.

As a tool for the prevention, mitigation and management of risks related to the protection of human rights, Metra relies on the Code of Ethics and Conduct e modello di organizzazione, gestione e controllo-codice etico e di condotta, both for the protection of the rights of its employees and collaborators, and as a tool for monitoring its supply chain.

Metra personnel who believe they have been harassed or discriminated against can report the incident to the company that will assess the actual violation of the Code.

The commitment to social responsibility and the protection of the health and safety of workers represent strategic elements for Metra and the achievement of labour standards that guarantee respect for human rights, health and maximum safety is a continuous challenge.

Metra undertakes to pursue the following objectives:

- promote, in all the countries in which it operates, respect for the fundamental Human Rights of workers relating to child labour, compulsory labour, health and safety at work, freedom of association and the right to collective bargaining, discrimination, disciplinary procedures, working time and remuneration criteria;
- carry out their activities by creating a group of motivated people who can operate in a work environment that encourages and rewards fairness and respect for others;
- produce profit without ever losing sight of respect for the rights of its workers;

- identify and analyse potential dangers and risks in business processes, in order to make workplaces safer and more comfortable;
- avoid any form of discrimination and favouritism in the recruitment phase of personnel, whose selection must take place on the basis of the correspondence of the candidates' profiles to the needs of the company;
- enhance and respect diversity by avoiding, in career advancement, any form of discrimination on grounds related to sex, sexual orientation, age, nationality, state of health, political opinions, race and religious beliefs at all stages of the employment relationship;
- adopt criteria of merit and competence in employment relationships, also based on the achievement of collective and personal objectives;
- avoid any form of mobbing to the detriment of workers;
- enhance the contribution of human capital in decision-making processes, encouraging continuous learning, professional growth and knowledge sharing;
- inform in a clear and transparent way about the tasks to be performed and the function performed, the Performance of the Group and market developments;
- establish a responsible and constructive dialogue with the trade unions, fostering a climate of mutual trust in compliance with the principles of fairness and transparency, respecting their respective roles.

## 7.1 Support of the local area

Relations with local communities are based on principles of transparency, ethicality, inclusiveness and respect for human rights. Metra is part of a network of participation in local bodies and organizations, both at local and national level, and implements specific action plans to improve its reputation and commitment to socio-economic development.

### Sport

After an experience alongside the main team of Pallacanestro Brescia, Metra SpA is now sponsor of the Youth Team.



### Christmas Presents

According to tradition, every Christmas Metra gives all its employees and collaborators a gift that is always aimed at supporting the territory and the realities in which Metra operates.

In 2022 Metra decided to support Brescia territory and the excellence of its typical products, giving all employees a bottle of Extra Virgin Olive Oil of Lake Iseo.

### Local projects



We collaborate with suppliers that are involved in local Ecological-naturalistic projects and forest management. For example, in 2022, thanks to collaboration with a supplier, we contributed to fixing 80 meters of mountain path in the territories of Valle Camonica and other projects related to the environmental protection of our area.

**Our Goal:** continue to support the territory in which Metra operates by participating in and promoting sports, cultural and social initiatives.



## 7.2 Stakeholders

Stakeholders are defined as all those subjects, internal and external to the company, able to exert a reasonable influence on it with respect to the ability to pursue their objectives but who, at the same time, can also strongly depend on it.

In 2021, the structuring of the sustainability path undertaken by Metra defined the identification of the Company's internal and external stakeholders as the first fundamental step.

In particular, during 2021 Metra began to lay the foundations for the definition and implementation of a stakeholder engagement activity that will be the subject of the next sustainability report.

The first step was to identify the main categories of stakeholders, internal and external, on which the Company will continue to intervene through an increasingly targeted dialogue, so as to be able to grasp the specificities of the interests represented.

In fact, the Company considers it essential and strategic to establish and maintain a constant and open dialogue and an active involvement of all stakeholders who come into contact with Metra.

Through company functions and dedicated channels, it pursues a proactive approach towards the plurality of interlocutors with whom it relates, always with a view to creating sustainable value in the long term.

Stakeholders are part of the materiality analysis process for strategic purposes and reporting.

The company has made a commitment from an ethical, social and environmental point of view, trying to go beyond compliance with current legislation and integrating social and environmental issues voluntarily into its daily operations, in relations with the various stakeholders, i.e. investing in human and environmental capital.

The different categories of suppliers have been mapped in relation to the risk of possible violation of labour and human rights standards. All suppliers have been informed of METRA Spa's policy on Social Responsibility and have received the policy and code of ethics and conduct.

The company carried out the analysis and mapping of suppliers as reported in Annex 3 to the manual and social ethics report.

## 7.3 Training

Metra is aware of the fundamental importance of the enhancement of human capital for the proper functioning of the company. In addition to ensuring compliance with current labour legislation, Metra aims to pursue a policy of development and enhancement of its employees, oriented towards impartiality, inclusiveness, attracting new talents, training and professional growth.

Metra believes in the continuous training of its employees, as a tool to develop and consolidate individual skills and build leaders who will contribute to the development and future growth of the company, without neglecting the baggage of values, knowledge and know-how that each individual brings as a dowry to his entry into the company.

In Metra the professional growth of employees is supported by a path of continuous training. The Human Resources Department, having heard the reference managers and collected the training needs, draws up an annual training plan, on the basis of which the specific courses to be carried out are planned.

### Our welcome plan

At the beginning of their career at Metra, new hires receive a Welcome/Induction Plan which purpose is to transmit the passion, tradition and look to the future in the way they work within the Company. The duration of the Welcome/Induction Plan training is variable depending on the job covered by the new employee and which includes a first part of the general presentation of the company, the use of IT infrastructures and an explanation of the various company policies delivered during the recruitment phase.

The second part provides a specific training by role that the new hire will cover whose duration varies depending on the job.

The third part is dedicated to training on safety, quality and the Organizational Model 231 and code of ethics and conduct with relative explanation of the documents delivered during the recruitment phase.

### Our meetings

With the aim of developing a dialogue and continuous involvement between the company and collaborators, Metra organizes moments of meeting and sharing in which the results relating to projects to improve quality, efficiency and productivity and ongoing initiatives are presented.

In 2021, 2 plenary meetings were organized, both in English and Italian, held by the CEO, one in August and one in December, in which a total of 130 collaborators participated, due to covid-19 the meetings were done remotely.

The invitation has been extended to all the first and second lines of the company organization chart, with the possibility for managers to extend the invitation to all interested personnel, as well as to some external collaborators. The Management also invited all managers to report to their subordinates on the issues and topics covered during the meetings.

### Our Goal:

The goal is to make training plans increasingly defined and structured, both at the level of company performance and at the individual level of individual employees, in order to apply a methodology consistent with the organization and create new tools for self-assessment and evaluation of skills for future years.

## 7.4 Welfare

Metra identifies corporate welfare as a fundamental tool aimed at improving the internal climate and the well-being of employees. In fact, the Company envisages the signing of second-level agreements, which will also be renewed for 2022, in order to integrate the provisions of the national collective agreement so as to guarantee greater protection and enhancement of its employees.

The employees of Metra S.p.A. are classified according to the rules of the National Collective Agreement of the metalworking industry, are remunerated in accordance with current legislation, and with the company supplementary agreements where present. In fact, METRA staff has improved treatments, reviewed and updated also in collaboration with the trade union representatives that allow a better balance between private and professional life.

Metra has always been attentive to the needs of its employees. The company implements actions aimed at improving the working environment and supporting well-being also in private life.

#### Improvement of well-being inside and outside the company:

- Canteen
- Cleaning of work environments
- Tools and work outfits
- Welfare CCNL metalworking
- Quality award and performance award

At Metra, there is no difference between the benefits provided for full-time employees and those provided to part-time or fixed-term employees. The choice is dictated by the desire to guarantee, as far as possible, respect for a fundamental principle for the Metra: internal equity.

#### Company Awards:

Quality Award: monthly premium given in the pay check to all workers (subordinate, administered, hired through agencies).

Performance bonus: Metra needs to identify parameters and objectives that are in line with the Group's management policies and at the same time close to the activity of the workers and objectively measurable.

It was therefore defined in favour of all workers (subordinate, administered, hired through agencies) both of Metra and Foall, a variable performance bonus, related to the improvement of the level of competitiveness of the company, expressed by the trend of three parameters, respectively:

- EBITDA  
Earnings Before Interests Taxes Depreciation and Amortization - business profitability.
- Punctuality of delivery  
Percentage of delivery to customers of the ordered products within the time tolerances required by them.
- Coast of non-quality  
The percentage ratio of the sum of costs incurred for production waste related to defective products, rework costs, as well as the costs of stock selection at customers or internal warehouse.

#### Our Goal:

Increase in professionalism: With reference to the company's job description, Metra for 2022/2023/2024 will introduce a new salary element called "increase in professionalism".

This element will be quantified as a percentage of 3,9 % to be applied to each worker within the limit of normal working hours, on a fixed conventional basis, equal to the monthly hourly wage of the worker at level C3.

## 8. SUSTAINABILITY – SAFETY

Metra Spa recognizes the need for a constant commitment to safety in order to protect the physical and psychological integrity of the workers and therefore intends to implement and maintain an organization capable of managing the problems in order to achieve the following safety objectives:

- Reduce to "zero" the accident risks associated with the company's activities for workers and for all people who can access the company (visitors, customers, contractors, etc.) in a process aimed at continuous improvement

- Implement the technically possible measures to create a work environment that avoids the onset of occupational diseases, all in collaboration with the competent doctor, RLS and SPP;
- involve and raise awareness of all company subjects, at all levels, in the management of problems relating to safety in the workplace;
- ensure the understanding, application and maintenance at all levels of the company organization of the correct operating procedures, the safety standards in force and the provisions of the Management;
- ensure that workers, at any level, receive adequate information, education and training and have the necessary competence to carry out the tasks entrusted to them in the greatest possible safety;
- carry out the periodic review of the integrated policy and its effectiveness.

The Management believes that the aforementioned objectives must be pursued by all personnel who work or are called to work in the company or for the company.

## 8.1 Safety culture

The safety culture of an organization is the product of individual and group values, attitudes, perceptions, skills and behaviour patterns that determine the commitment, style and competence of an organization to manage health and safety.

We are firmly convinced of the importance of spreading the culture of safety in the company through specific training sessions.

In 2022 we started the process to be compliant with the standard UNI ISO 45001:2018, in order to obtain the certification by the end of 2023.

## 8.2 Accidents

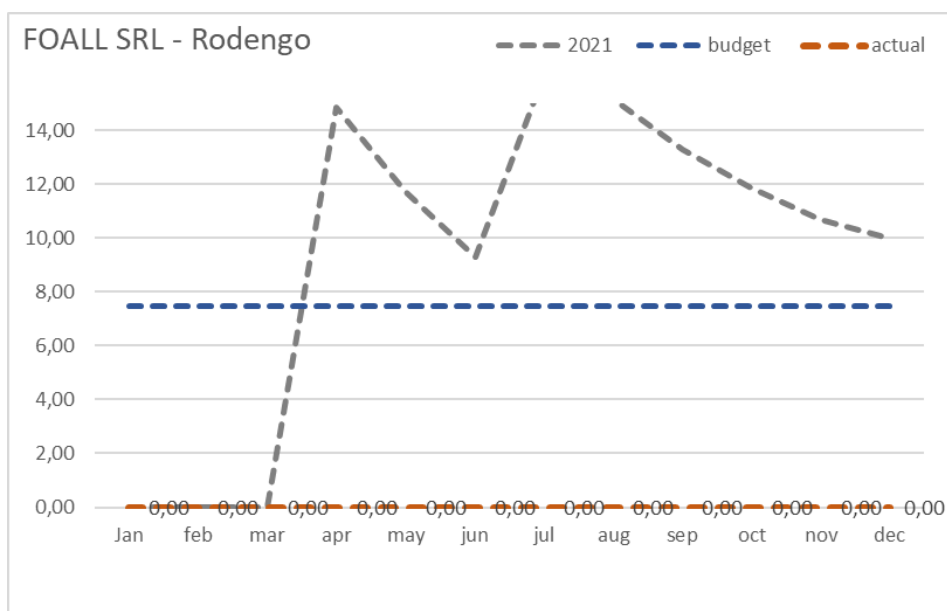
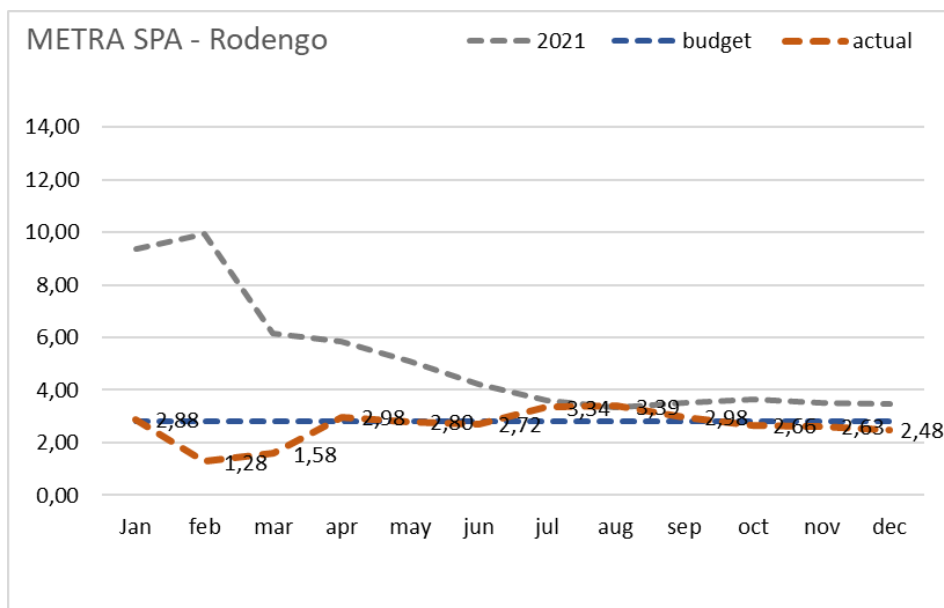
Metra Spa and its affiliated corporate companies each year define accident reduction targets.

All accidents and incidents are subject to analysis and evaluation to understand their causes and possible corrective and preventive actions.

At the level of the KPS Group and of Corporate Metra and of individual Plant, the indicators relating to accidents are constantly updated and analysed on a monthly basis.

METRA	FY-21	IR	gen-22	feb-22	mar-22	apr-22	mag-22	giu-22	lug-22	ago-22	set-22	ott-22	nov-22	dic-22	FY-22	IR-22
Total Recordables (in month)	16	3,49	1	0	1	3	1	1	3	1	0	0	1	0	12	2,48
Lost time recordables (in month)	16	3,49	1	0	1	3	1	1	3	1	0	0	1	0	12	2,48
Incidents while travelling (in month)	2		0	0	0	0	0	1	0	0	0	0	0	0	1	
Total Days Lost (in month)	576		32	28	35	37	120	122	153	34	0	16	27	29	633	
*Total Hours Worked (in month)	916.911		69.535	86.991	97.154	81.626	93.213	86.175	83.810	50.129	89.895	87.618	85.505	54.649	966297,4	
Contractor Recordable	0														0	

FOALL	FY-21	IR	gen-22	feb-22	mar-22	apr-22	mag-22	giu-22	lug-22	ago-22	set-22	ott-22	nov-22	dic-22	FY-22	IR-22
Total Recordables (in month)	2	10,00	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00
Lost time recordables (in month)	2	10,00	0	0	0	0	0	0	0	0	0	0	0	0	0	0,00
Incidents while travelling (in month)	0		0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Days Lost (in month)	34		0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Hours Worked (in month)	39.994		2.670	3407	4.089	3.310	3.589	3.424	3.341	1.639	4.041	4.005	3.890	2.435	39837,5	
Contractor Recordable	0														0	



**Our Goal:** Reduce to "zero" the accident risks associated with the company's activities for workers and for all people who can access the company (visitors, customers, contractors, etc.) is a priority for us.

	2020	2021	2022	% reduction (2022 vs. 2021)	2023 target
<b>Consolidated Metra Group</b>	5,48	3,94	3,73	-5,3%	1,9 (-49%)
<b>METRA</b>	4,50	3,49	2,48	-28,9%	1,9 (-23%)
<b>FOALL</b>	0,00	10,00	0	-100%	1,9 (n.a.)