



**SUSTAINABILITY  
REPORT  
2023**

**2 About**

Intro

Letter to stakeholders

Vision & Mission

Stakeholders involved

Materiality matrix

**7 Governance**

Investments

Distribution of value added

**9 Environment**

Raw materials

Packaging

Energy and emissions

Alternative mobility

**13 Social**

Internal collaborators

Training programs

Responsibility towards communities

**16 Terra**

**19 GRI Content Index**

## Intro

For more than two decades, Teraplast has been passionately dedicated to creating plant pots that go beyond their practical function: they are **products that transform spaces**.

### **Tera has embarked on a broader mission: to drive change towards a circular and sustainable economy**

The company experiences constant growth thanks to the innovative spirit that has always distinguished it. This allows the business to make great progress both industrially and in terms of social responsibility.

It is within this framework that this **Sustainability Report** is set, to give structure to the company's will, which, by embracing the three areas of Economic, Environmental and Social issues, wants to give a clear and transparent perspective of its actions.



# Letter to stakeholders



We would like to address our stakeholders to share the new Teraplast **Sustainability Report 2023** with milestones achieved and new challenges to be faced. This corporate project represents the continuation of a commitment that the company has embraced for years and that it carries on daily with courage and confidence.

## The new Teraplast Sustainability Report 2023

We want to play an active part in promoting the **circular economy** and creating new virtuous projects within a responsible economy context. We do this not only through the use of recycled raw materials, but also by turning our **attention to people, the territory and the environment**. We seek this positive impact every day with our product design, transparency and solidarity, and in this way we hope to guide our choices according to principles of solidarity and awareness. The support and involvement of **external stakeholders** and, above all, **internal employees**, have a fundamental importance for the company and for future progress and commitments. Sustainability at Teraplast continues to be a strategy that we want to consciously preserve and grow in each of us.

Good reading,

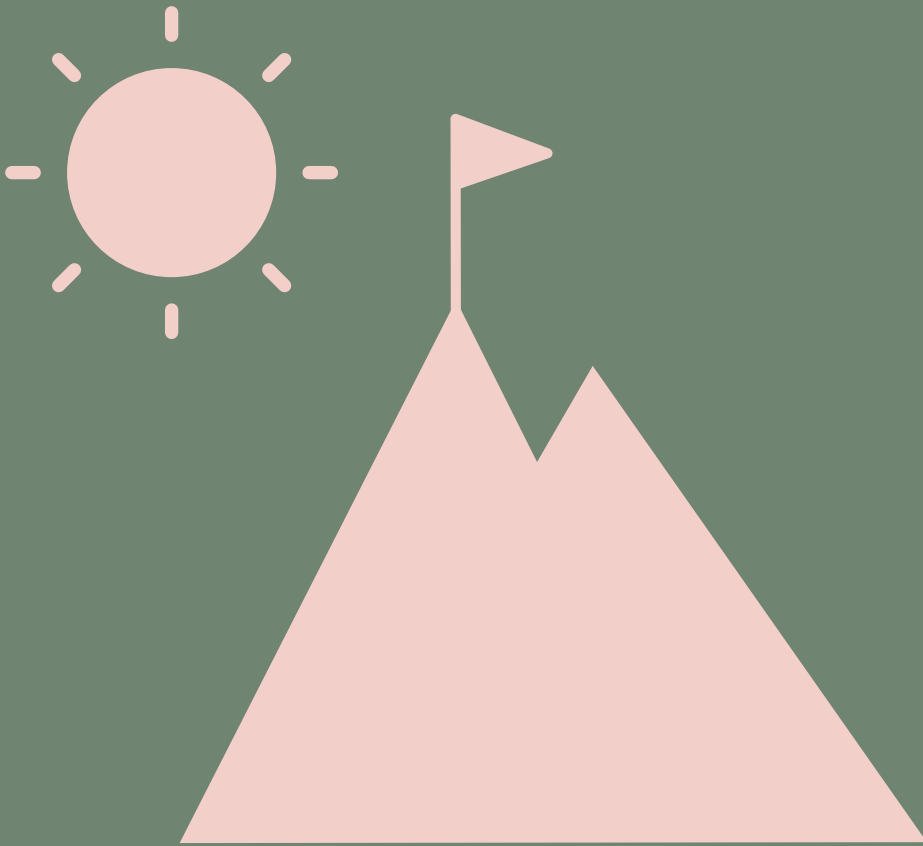
# Vision & Mission

## Vision



Be an active participant to promote the circular economy and create new virtuous projects within a responsible economy environment.

## Mission



Generate positive impact through design, transparency and solidarity, guiding choices according to the principles of sustainability and awareness.

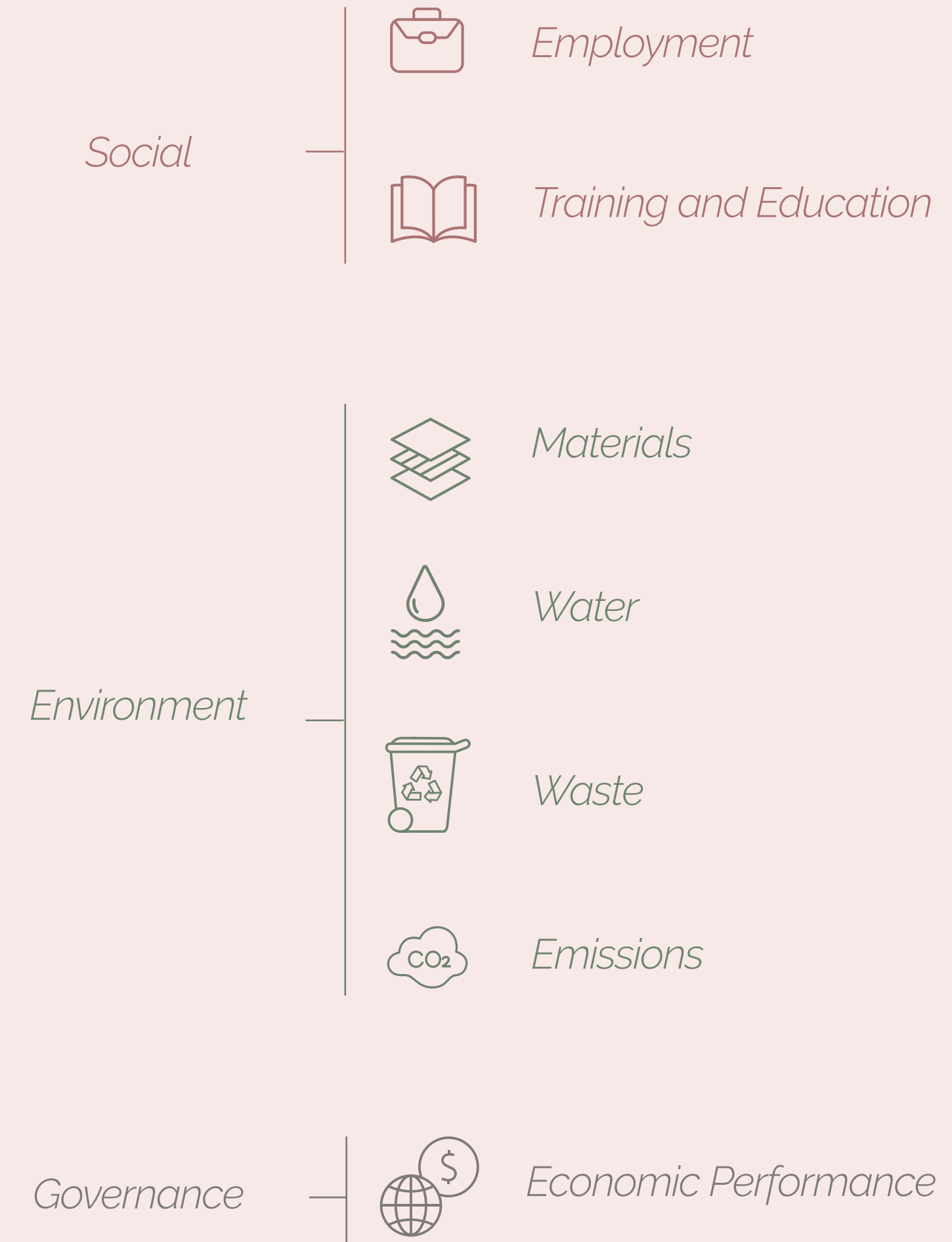
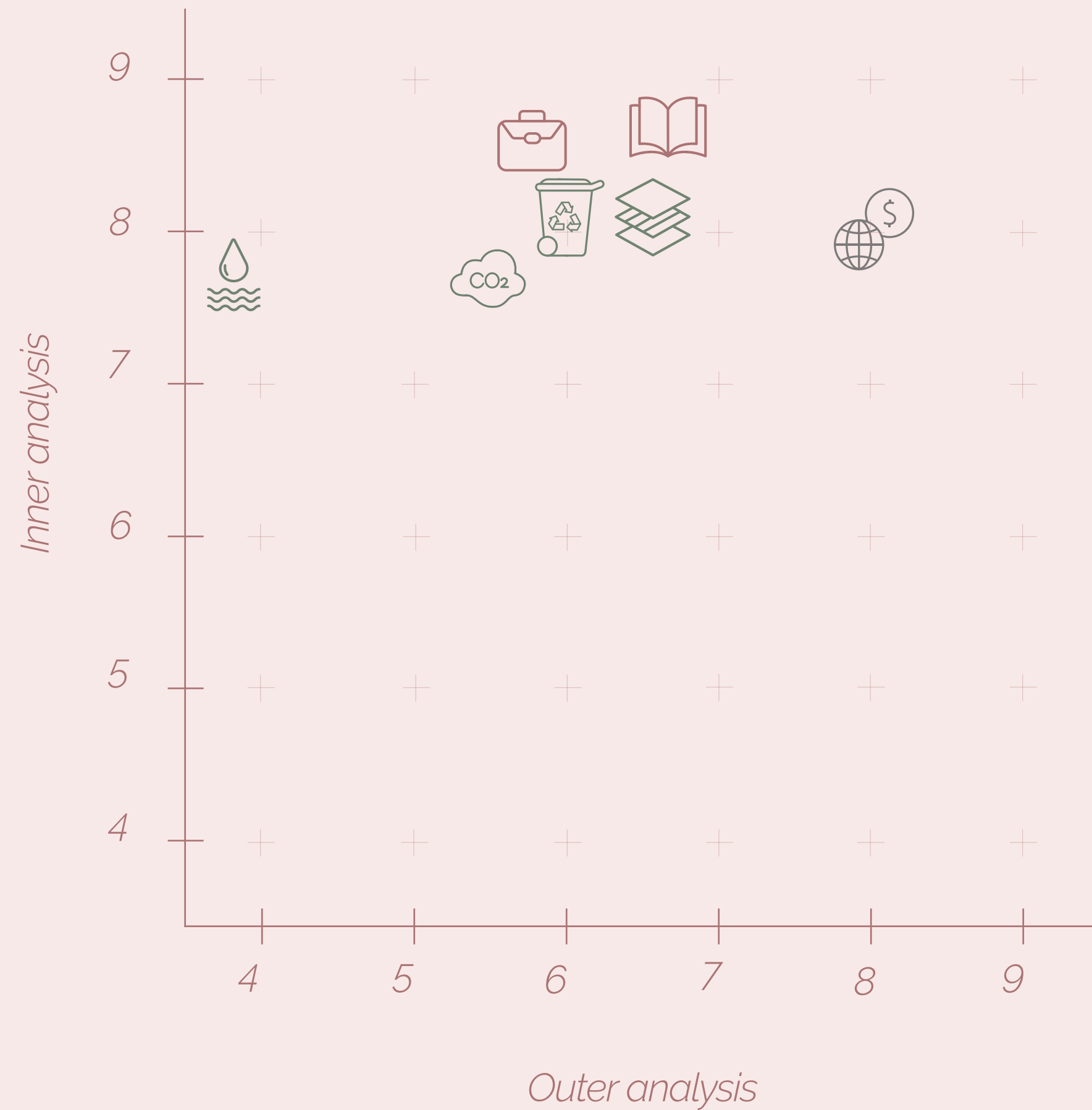
# Stakeholders involved



The realisation of the Sustainability Report saw the **involvement of stakeholders**, who expressed themselves through a value scale from 1 to 10 that identified the importance of each of the topics related to **economic, environmental** and **social issues**. This analysis was used to build the materiality matrix and to update the relevant topics on which the company intends to monitor results and improve performance.

# Materiality matrix

The process following the internal **analysis of the quantitative and qualitative topics** was cross-referenced with the responses derived from the involvement of stakeholders who returned their views on the various topics most relevant to the company in terms of sustainability.



## Investments

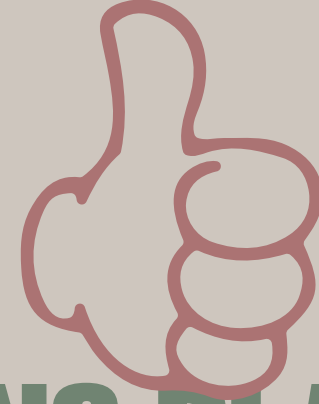
### **NEW INJECTION MOULDING MACHINES**

*fully electric and energy efficient*



### **SOFTWARE IMPLEMENTATION**

*to manage and monitor production activities, analysing planning and consumption*



### **WASTE GRINDING PLANT**

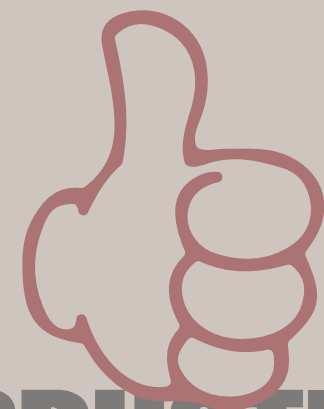
*which allows production waste to be ground and new raw material*

### **REPLACEMENT OF THE REFRIGERATION SYSTEM**

*with a new generation system*

### **EXPANSION OF THE PHOTOVOLTAIC SYSTEM**

*with 990 new panels*



### **INTRODUCTION OF A NEW RAINWATER TANK**

*for watering the company's green areas*

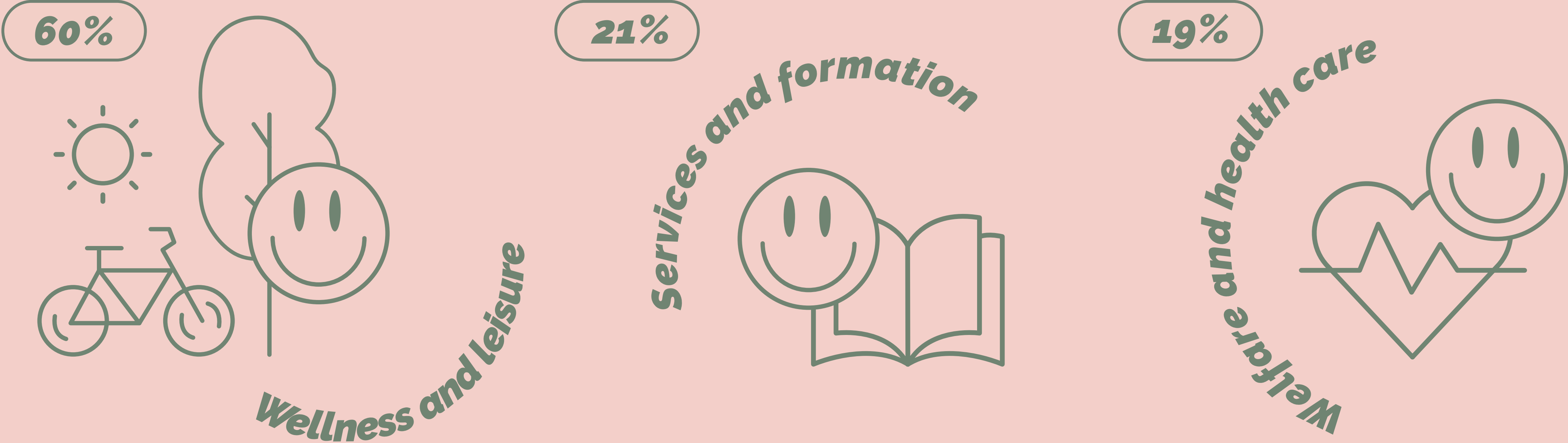


# Distribution of value added

Staff actively contribute to the success and growth of the organisation. Teraplast believes in internal employees, values their professionalism and **promotes inclusive initiatives** to maintain a positive and stimulating company climate. The **welfare plan** includes for the provision of services to individuals and family members and is aimed at improving their quality of life and leisure time. In 2023, the sum benefiting internal staff amounted to **€ 34.000**, divided into the areas shown in the chart below:

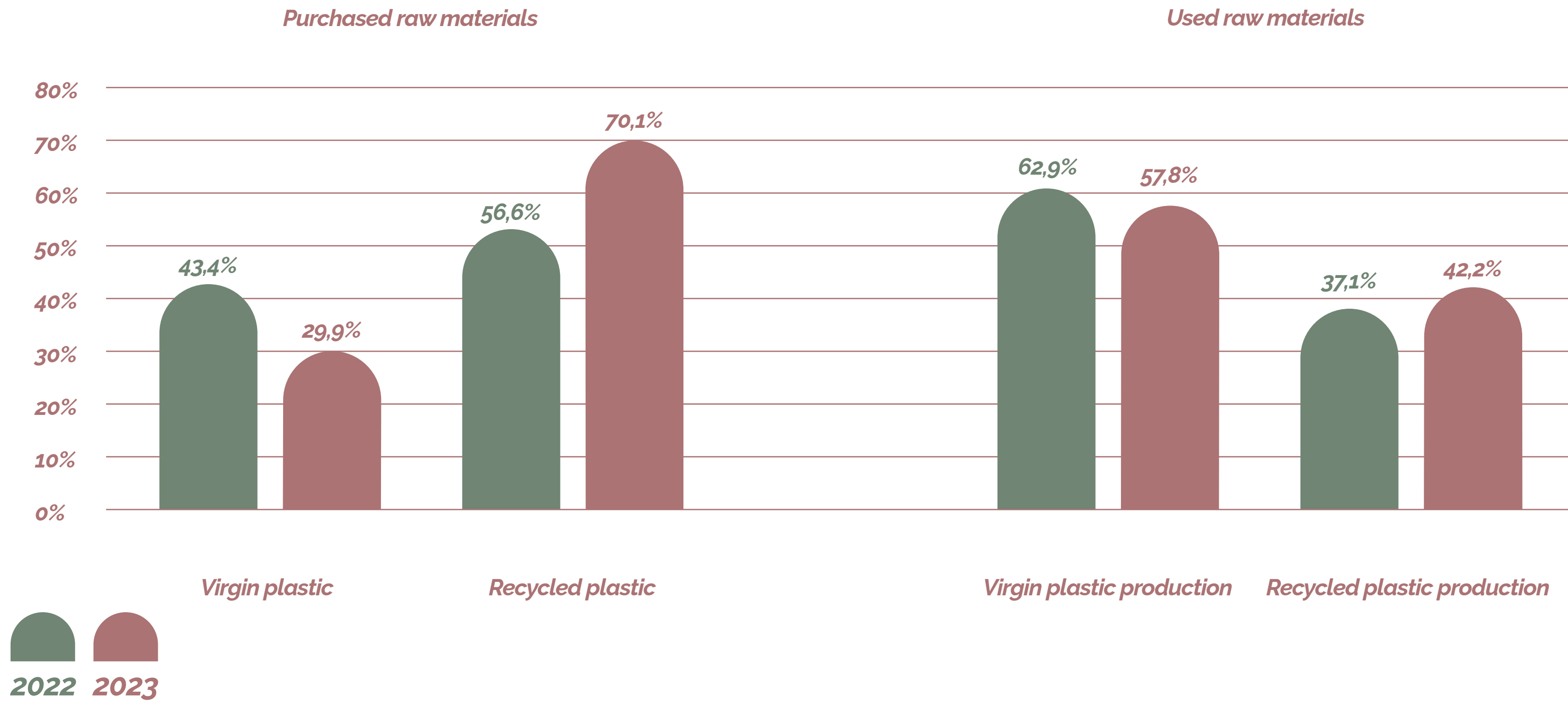
8

Governance



## Raw materials

The company's commitment to environmental sustainability focuses on, but not limited to, the sourcing of post-consumer raw materials. Sustainability at Teraplast is an integral part of the company's strategy, aimed at mitigating the organisation's impact and promoting responsible business practices. Production waste is ground internally and then given to suppliers who process it to **make it reusable**. Thanks to the **in-house grinding plant** and the virtuous recovery project with partners, Teraplast is able to **give new life to all production waste**.

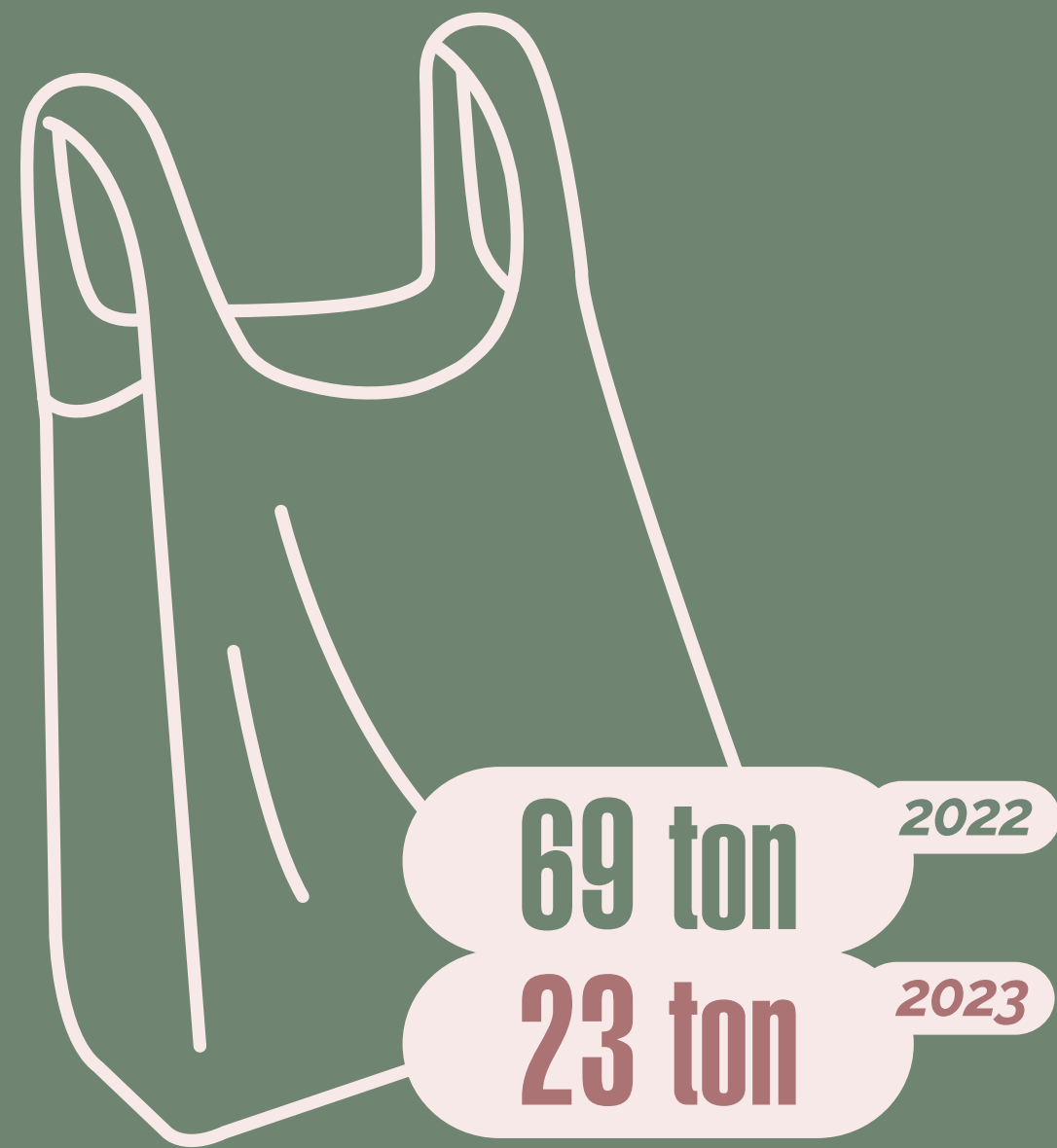


# Packaging

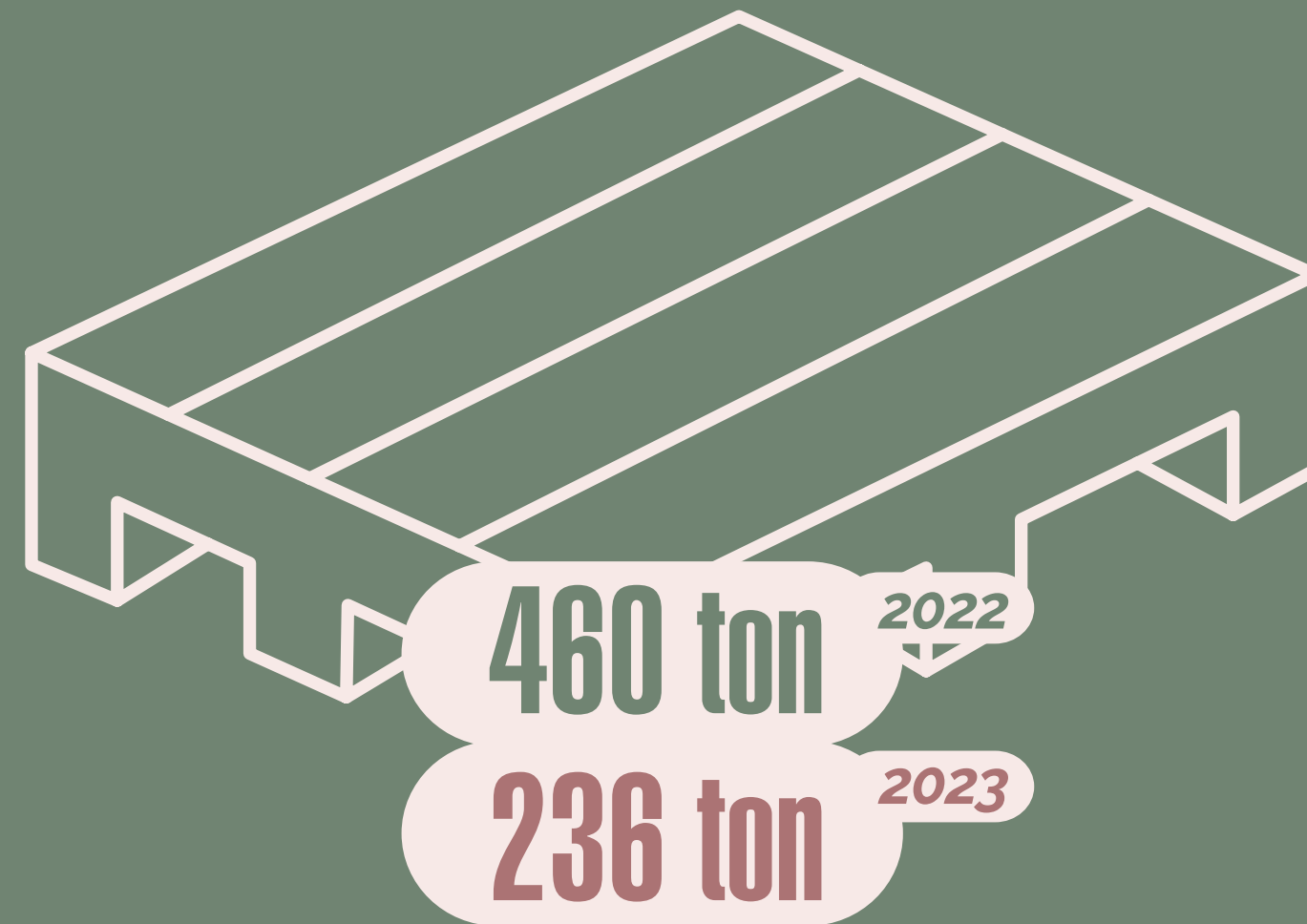
Teraplast studies essential packaging that guarantees product preservation, together with space optimisation in the logistics phase. Thanks to an increased sensitivity in the use of packaging, fewer packaging materials such as **plastic**, **wood** and **paper** were purchased in 2023.

10

Environment



Plastic



Wood



Paper

## Energy

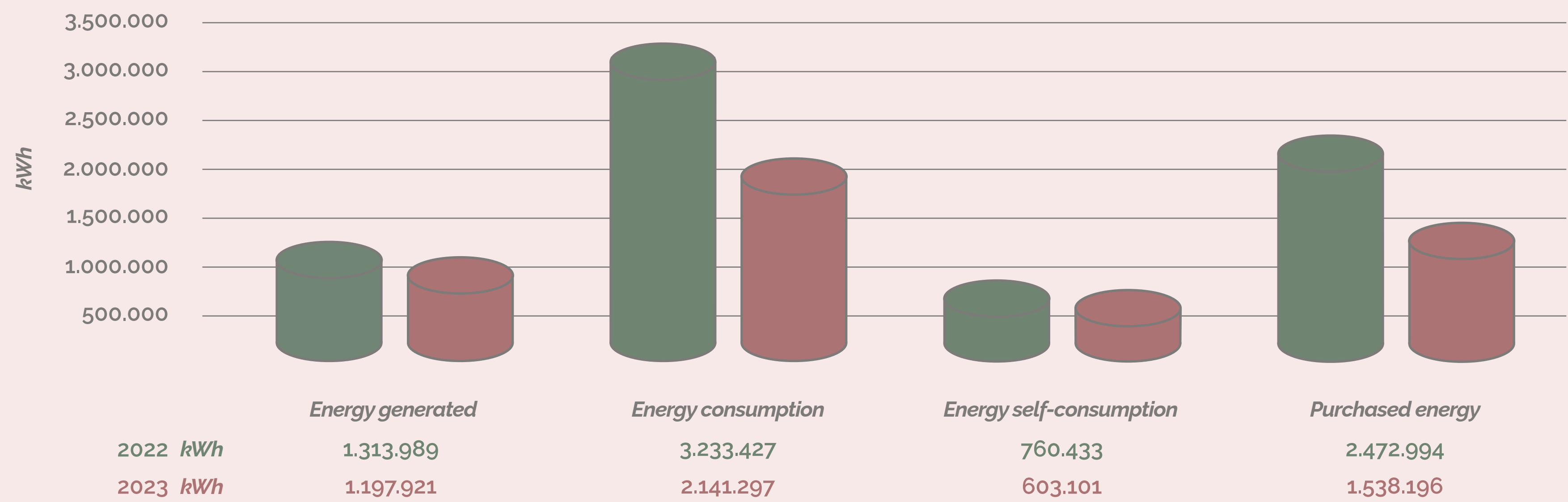
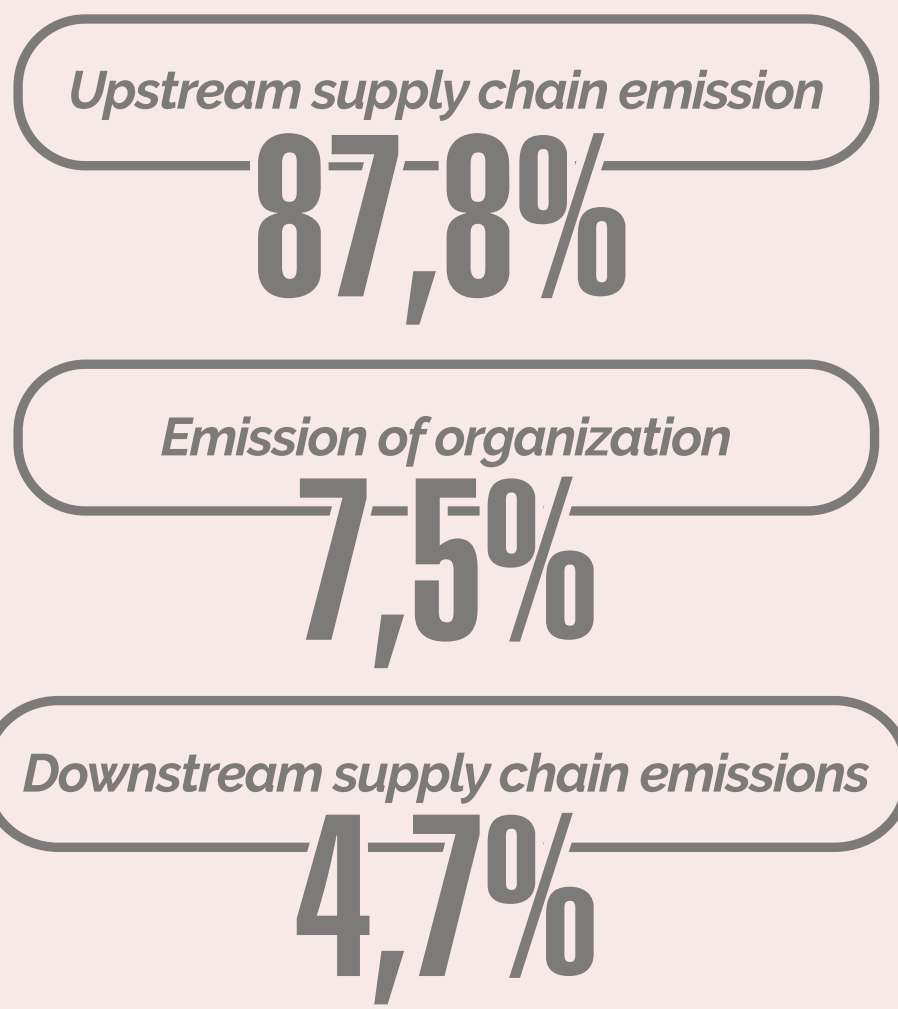
In 2023, there was a **reduction in energy consumption** of about 34% compared to 2022.

The reasons are:

- replacement and installation of **new all-electric injection moulding machines**
- **improvement of production planning**
- **drop in sales**

The organisation decided to map its **Life Cycle Assessment (LCA)** considering the various phases of the company's production process and generating a data collection base that has become fundamental **project support** for development and continuous improvement.

## Emissions



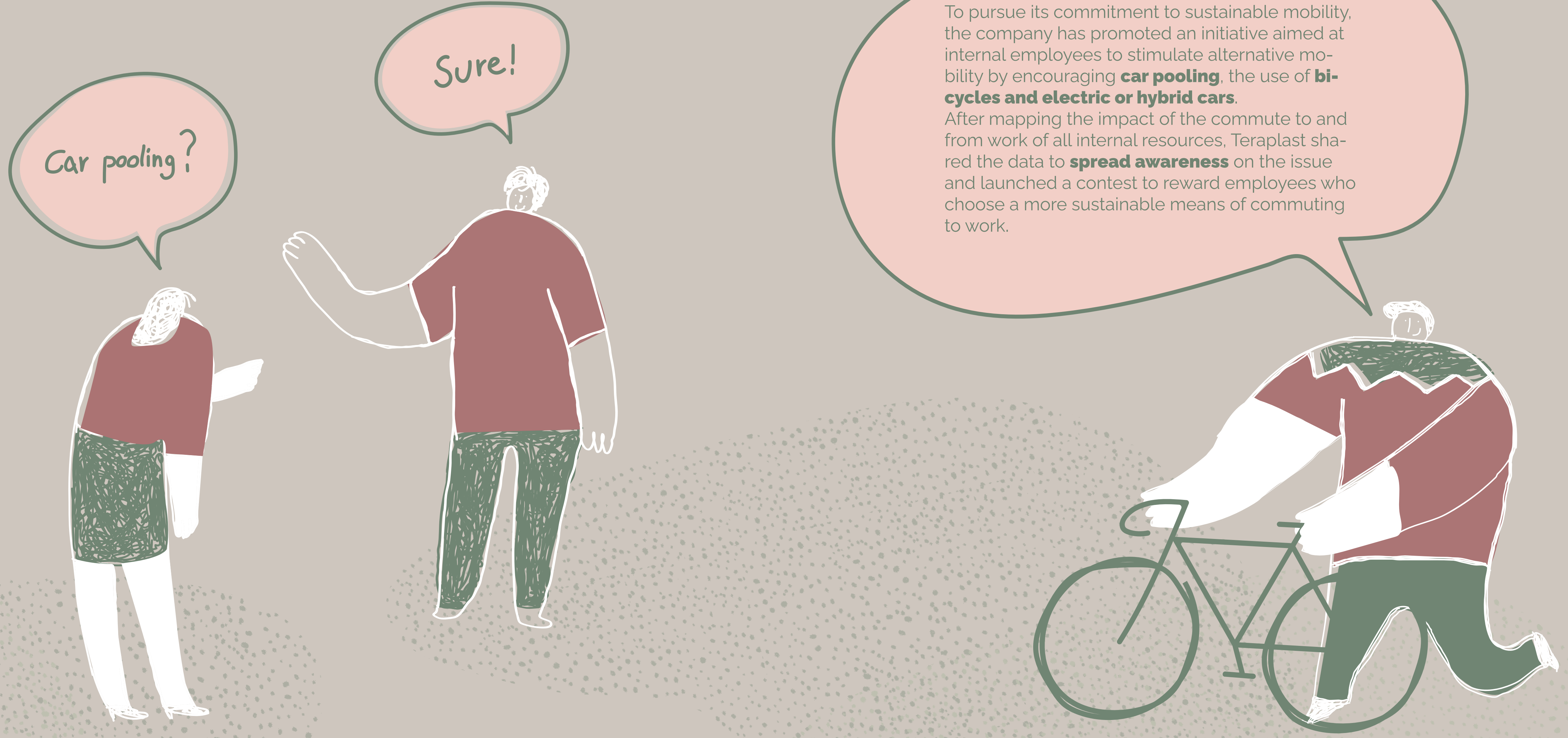
## Alternative mobility

Car pooling?

Sure!

To pursue its commitment to sustainable mobility, the company has promoted an initiative aimed at internal employees to stimulate alternative mobility by encouraging **car pooling**, the use of **bi-cycles and electric or hybrid cars**.

After mapping the impact of the commute to and from work of all internal resources, Teraplast shared the data to **spread awareness** on the issue and launched a contest to reward employees who choose a more sustainable means of commuting to work.

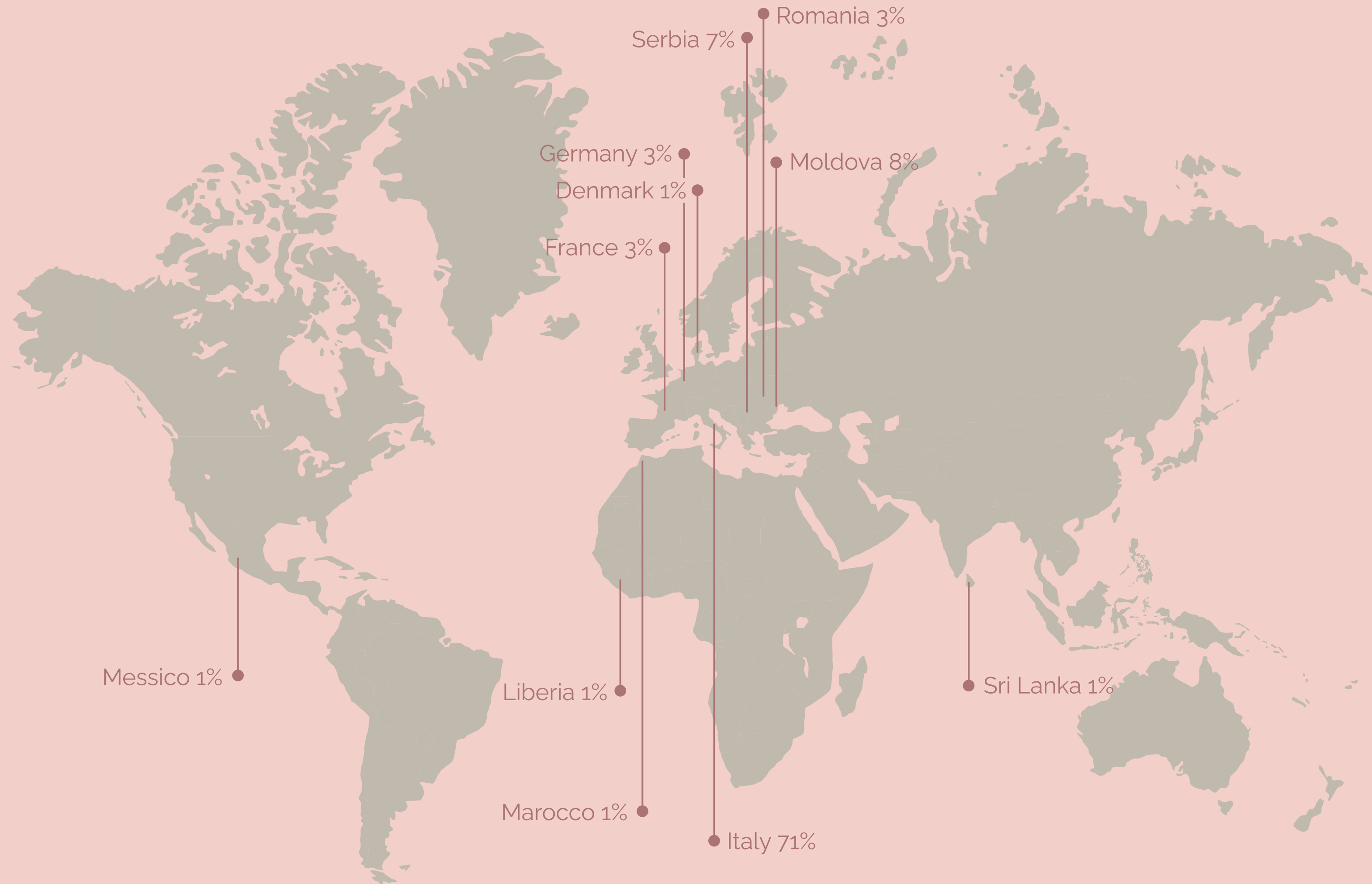


## Internal collaborators

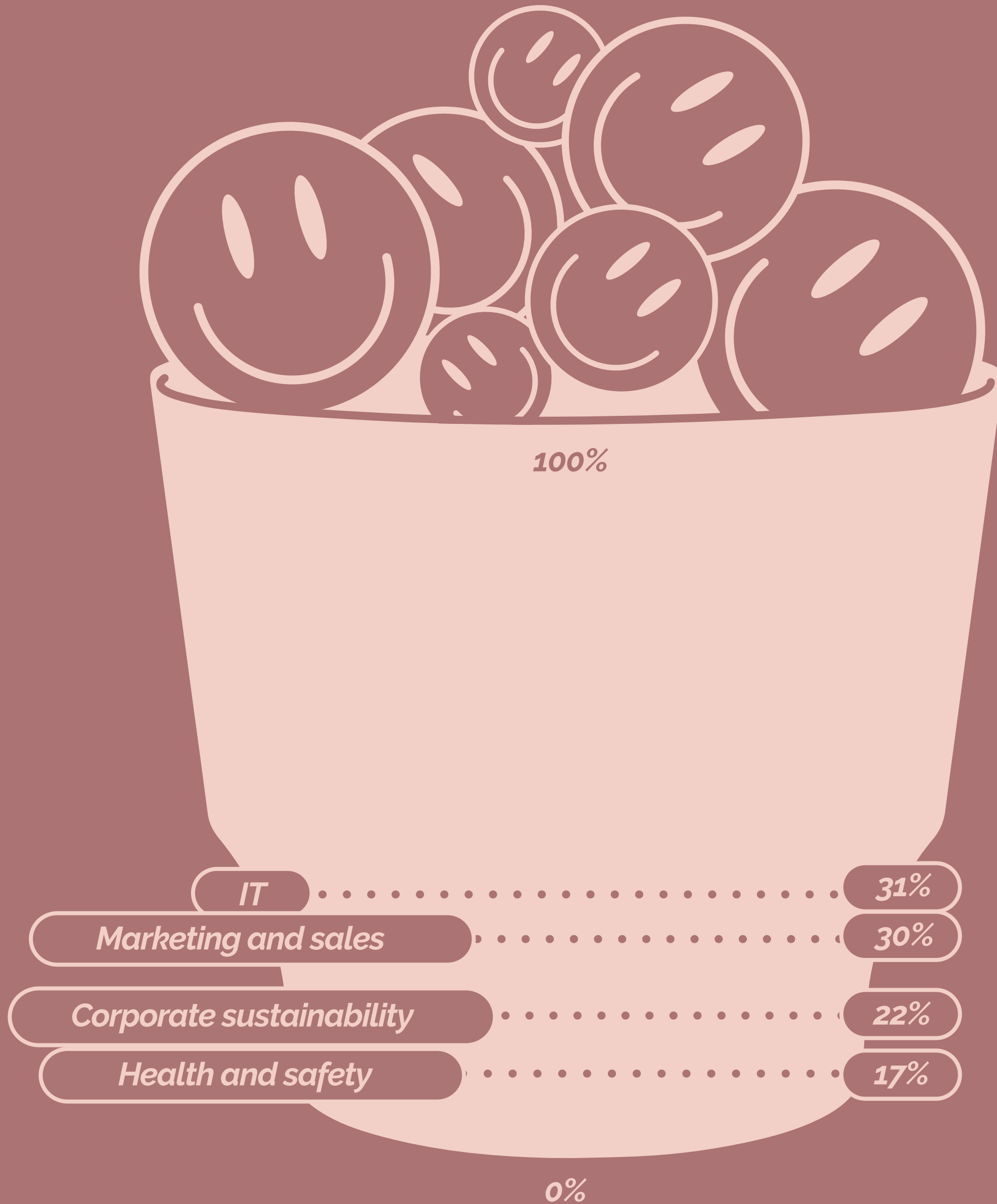
The staff ensures that high quality standards are maintained, stimulating continuous **innovation** and **creativity** within the company. The organisation has introduced new professionals into its workforce in the most important markets of the business sector: France, Germany and Denmark. As can be seen from the graph, the multinationality and diversity within the company deliver a **consolidated multi-cultural vision**.

## Fair treatment and gender equality

On the topic of gender equality, Teraplast has decided to embark on the path towards the certification on **Gender Equality**. This tool will provide the company with reference points to undertake an evolutionary path in this direction and guarantee **fair treatment for all employees**, regardless of gender.



# Training programs



Teraplast is aware of the fundamental value that **human resources** bring to the organisation, and believes in developing their skills. The organisation **invests in training** its internal employees to develop new knowledge.

## New programs for knowledge growth

The company has initiated projects involving different departments, as represented by the numbers on the side.

Training courses have also been planned for customers with the **VendiVerde Academy** project: specialised training dedicated to the garden business that will continue in the coming years.

## Responsibility towards communities

### CITTÀ DELLA SPERANZA FOUNDATION

*Scientific research and prevention*

### STUDIO PROGETTO

*Social inclusion*

### DONNA CHIAMA DONNA

*Support of women in difficulty*

### LOCAL EVENTS, PRIMARY SCHOOLS

*Contributions to local initiatives*

The company interacts and maintains an ongoing dialogue with representatives of the community and local administrations, in order to assess their needs and expectations.

### Open dialogue with local community

Teraplast is committed to continuing with the collaboration of local organisations such as the **Città della Speranza**, the Cooperative **Studio Progetto** for social inclusion, **Donna Chiama Donna** to offer support to women in difficulty, and primary schools for activities related to green care.

### Supporting forests affected by Vaia

In addition to this on the occasion of Christmas, the company donated trees to customers and collaborators to **reforest** an area affected by the 'Vaia' phenomenon, which in 2018 caused a storm with extensive damage to forests in Italy.



# Terra



Teraplast presents the new **Terra® collection** and adds an important piece to the company's business area with new multi-material proposals in **Galestro and ceramic**.

An ambitious expansion of the range of articles for the garden, which reflects the organisation's precise desire to tell the millenary story of the pot, intertwined with the craftsmanship of the master potters. In the course of 2023, Teraplast acquired the shares of **AV Design S.r.l.**, becoming the majority shareholder of this company that has been on the market since 2013.

## A new dimension to the culture of craftsmanship





AV Design S.r.l. was born out of the **passion for terracotta** and the experience of potter Mario Chioda, who over the years has invested in the training of personnel to give **a new dimension to the culture of craftsmanship**, and to be able to meet the needs of today's market with articles handmade in Italy.

## The new forms of tradition

Galestro clay pots are modelled by the **skilful hands** of craftsmen, following ancient production processes and respecting the slow pace of nature. In addition to Galestro Colorobbia, white **ceramic artefacts** are created mixed with special colours and finishes to obtain refined surfaces, defining **the new forms of tradition**.

Standard GRI indicator		Section	Page
GRI 201	Economic Performance	Investments	7
GRI 203	Indirect economic impacts	Distribution of value added	8
GRI 301	Materials	Raw materials and packaging	9-10
GRI 302	Energy	Energy and emissions	11
GRI 305	Emissions	Alternative mobility	12
GRI 401	Employment	Internal collaborators	13
GRI 404	Training and Education	Training programs	14
GRI 413	Local Communities	Responsibility towards communities	15

tera<sup>®</sup> in  
our  
hands

THANKS FOR THE ATTENTION

Tera<sup>®</sup> is a brand of Teraplast  
Teraplast S.p.A.  
via del Progresso, 65  
36070 Castelgomberto (VI) - Italy

   [www.teraitaly.com](http://www.teraitaly.com)