



# REPORT OF SUSTAINABILITY 2020

**Corporate  
Social  
Responsibility**





Dear collaborators, customers, and suppliers,

I am pleased to write to you and proudly affirm that SPEA, in its intent and its network of relationships and human values, has been applying concepts of sustainability, ethics, and a strong commitment to the future, since its foundation in 1976.

Today, any activity is dependent on electronics, and every aspect of our life is conditioned by its proper functioning. SPEA's goal is to ensure that every electronic equipment produced and placed on the market lasts over time, to ensure the life and progress of communities, with a view to sustainable development for man and the planet.

In SPEA we are used to making, creating, and developing innovation. We consider it normal, even if our victories are extraordinary for the value created.

I am not speaking only about technological solutions, but also of their wider impact on the quality of life: of human, financial, intellectual, productive value, social and

relationship with the other realities of the territory. Being aware of this creates positivity and optimistic contagion.

The publication of this report testifies that our results are of interest also in terms of sustainable progress. Our vision of the future, and the actions we put in place, motivate us more and more, and these words are an invitation to deepen and know our commitment in detail.

We believe in sustainability. For us, it means building a business culture together based on a set of ethical values. The commitment to the new generations and the environment, in which they will live, has always been primary. It is necessary to motivate and facilitate young people with stimulating career projects and stable and reliable working conditions. We devote a lot of attention to selection and training programs, in addition to the traditional method of generational support, which for us remains an important model of growth and dialogue.

The great and continuous technological evolution asks us to respond quickly to the markets on everything that is innovation, also in compliance with sustainable growth. In this effort of constant propulsion, people always come first. We have the utmost respect for each collaborator, not only in the professional sphere, but also concerning social life, sport, and social activities.

A real commitment in terms of sustainability is manifested, above all, in times of international crisis, and this is certainly not the first of the pandemic. SPEA leaves no one behind; indeed, it invests in new hires and research.

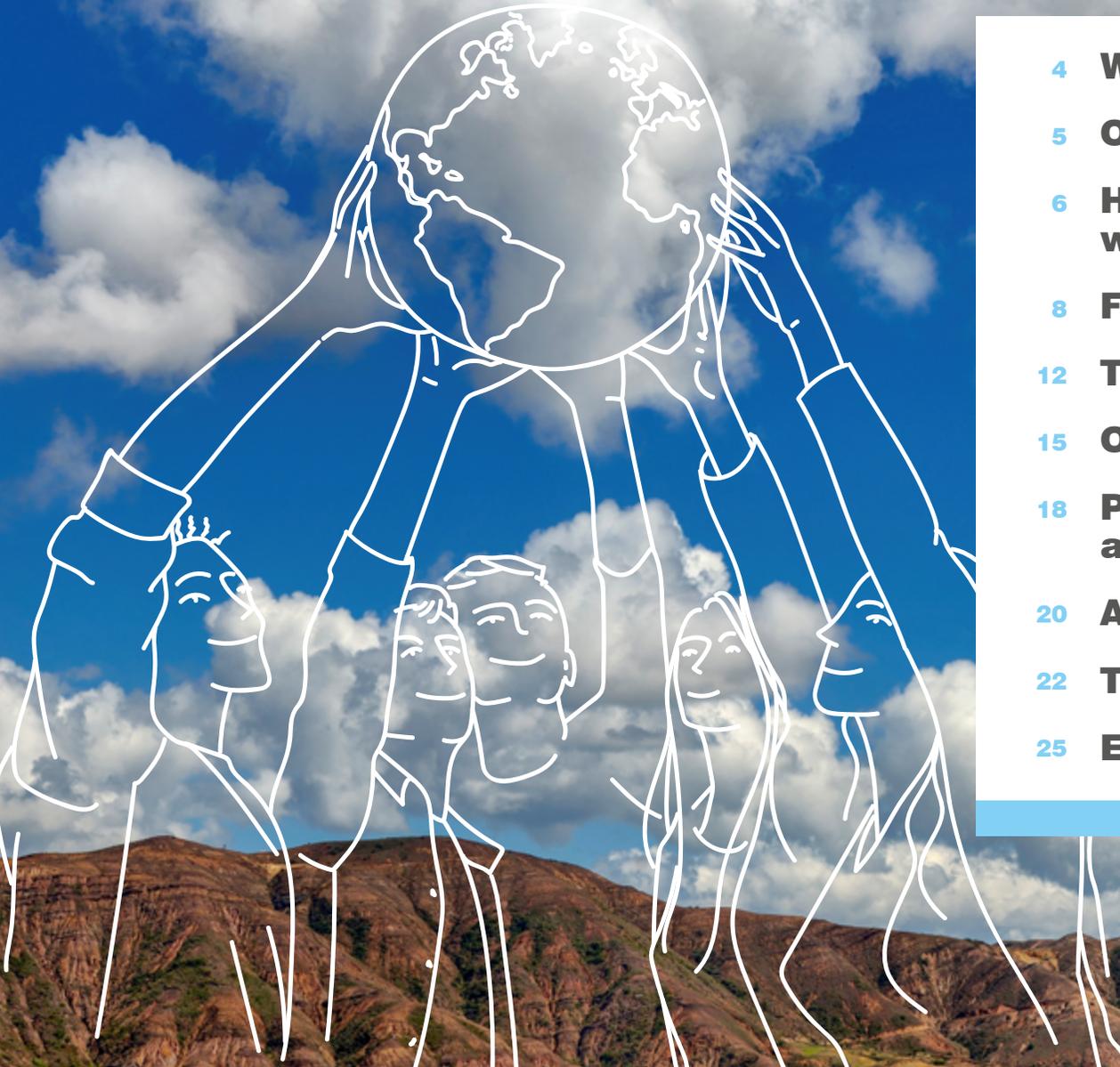
Only in this way, in a great system, which we wish to keep healthy and balanced, we know that we can grow together with the growing world.

My thanks go, therefore, to every collaborator, to our customers and partners, to the families, and to the other realities of the area, who support and strengthen the meaning of our activities.

Luciano Bonaria  
*President of SPEA*

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# What do we mean by sustainability?

**Dynamic and inclusive thinking is a fundamental resource for us to create long-term value.**

For SPEA, sustainability is a constant commitment that embraces the technological, economic, and social spheres. The balance of each process - from design, production, installation, and product life - it is not such if it does not affect society and the surrounding area, creating collective well-being and environmental protection.

Strategies, productions, and commercial networks evolve towards increasingly interconnected structures that require the integration of new skills in relationships. Dialogue, sharing, and greater trust in collaborative processes strengthen teamwork in a vision of widespread advantage.

Skills evolve and, with them the quality of our technological solutions throughout the entire production chain. The traditional concept of a supply chain is configured - in value and quality - in the direction of partnership relationships, in a 'win-win' perspective of shared advantage.

An ability to listen to and integrate other forms of thought is considered a real competitive factor to further enhance technological intelligence and know-how in existence and progress.

Our corporate identity is founded always based on shared values and considers every single voice and contribution in its importance and dignity. Ethnicities, geographical and cultural origins, different religious cults: in careers and with equal opportunities, we like to talk about equality, but we prefer the term equity. We are careful to enhance diversity, that's why we talk about multiversity. We are aware of the value of integrating different skills.

For this reason, we never talk about disability.

Personal talents, skills, interpersonal abilities. SPEA favors a fertile ground in which to fully express one's skills while respecting teamwork where every resource is considered precious for the success of all. Motivation and a sense of belonging are fundamental for our teams committed to always setting themselves new challenges and facing them with determination and diligence.

Dynamic and inclusive thinking is one of the important resources of SPEA, which has always been committed to creating long-term value.

# Our vision Our values

## PASSION AND DILIGENCE

We have achieved extraordinary results thanks to everyone's commitment. The love for our work and our dedication have allowed us to grow and be proud of what we are today.

We believe it is important that everyone comes to work with a smile: we trust and care for each of our employees because together, we are part of a big family.

## TECHNOLOGY AND INNOVATION

Innovation is in our DNA: our machines represent the best technologies in the world. Thanks to our continuous search for cutting-edge systems, we are an active part of the development of the technologies of tomorrow. Improving the quality of life and protecting the planet are the pillars of our future development.



## FROM SUPPLY CHAIN TO PARTNERSHIP

We work for the biggest brands in electronics worldwide and we consider each customer at the center of our commitment. We pay the utmost attention to individual needs and take care of every detail to anticipate expectations and offer unique and reliable solutions.

We also pay the same attention to our selected suppliers in the surrounding area, with whom we have created relationships of trust in the joint commitment to the highest standards of excellence.

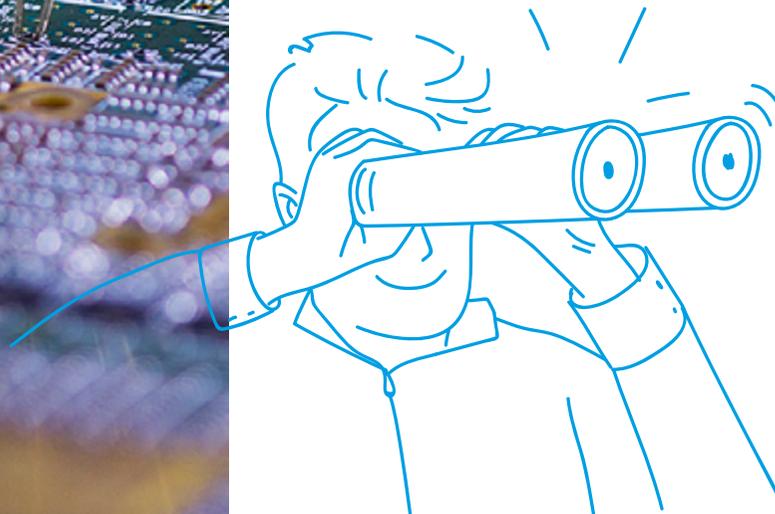
## COMMUNITY CARE

Over the years we have developed a strong sense of belonging to the territory in which we operate.

A bond built and cultivated over the years is a strategic resource for us.

We care about the harmonious and sustainable growth of our community.

For this, we want to keep the entire production chain on site.



It was 1976 when Luciano Bonaria, a young tester engineer, decided to open his own business. Since then, SPEA has established itself in the design, production, and marketing of complete testing systems for microchips, MEMS, boards, and electronic devices.

In the contemporary world, electronics are present in every daily activity. SPEA technology has tested electronic boards present in most telecommunication devices, automobiles, satellites and defense systems, household appliances, and machine tools. We mainly think activities that have now become part of our habits and are almost taken for granted, but there are areas such as the technology for testing life-saving devices - pacemakers, spinal neuromodulators, and numerous 'wearable' devices - which are in continuous development; we can proudly say that SPEA also works to save lives.

All our customers are proud to consider us a fundamental part of their successes in a quality supply chain, based on sustainability criteria. SPEA systems are designed not only to identify any possible defect, but also to ensure that all devices work without failures for their entire life cycle, with a view to conscious use and 'no waste'.

# High technology and innovation with respect for the community



RESOURCES

**78**  
EMPLOYEES HIRED  
IN 2020

**25%**  
WOMEN

**36 anni**  
AVERAGE AGE  
OF EMPLOYEES

**66%**  
PEOPLE  
UNDER 40 YEARS

**14**  
NATIONALITIES

**23%**  
INCREASE IN STAFF  
IN THE LAST 3 YEARS



FINANCE

**118mln€**  
WORLDWIDE TURNOVER

**+10.000**  
SYSTEMS INSTALLED  
IN THE WORLD



ENVIRONMENT

**2,2**  
GWH OF ENERGY  
CONSUMED

**13%**  
ENERGY COMING FROM  
RENEWABLE SOURCES

**77%**  
RECYCLING

**84%**  
WASTE RECOVERED,  
REUSED, AND VALORISED



SUPPLY CHAIN

**50**  
STRATEGIC SUPPLIERS

**90%**  
LOCATED IN THE TERRITORY



PRODUCTION

**+3.300 mq**  
COMPARED TO 2019  
(PLANNED + 10.000  
IN THE NEXT 3 YEARS)

**65%**  
HIGHLY SPECIALIZED STAFF



SOCIAL

**5**  
ACTIVE SOCIAL PROJECTS

**90.000€**  
INVESTED IN  
SOCIAL DESIGN

“

**Loyalty, commitment,  
respect:  
these values  
must live  
in the activities  
and everyday  
relationships.  
This is the soul of  
the company.**

”

**Luciano Bonaria**

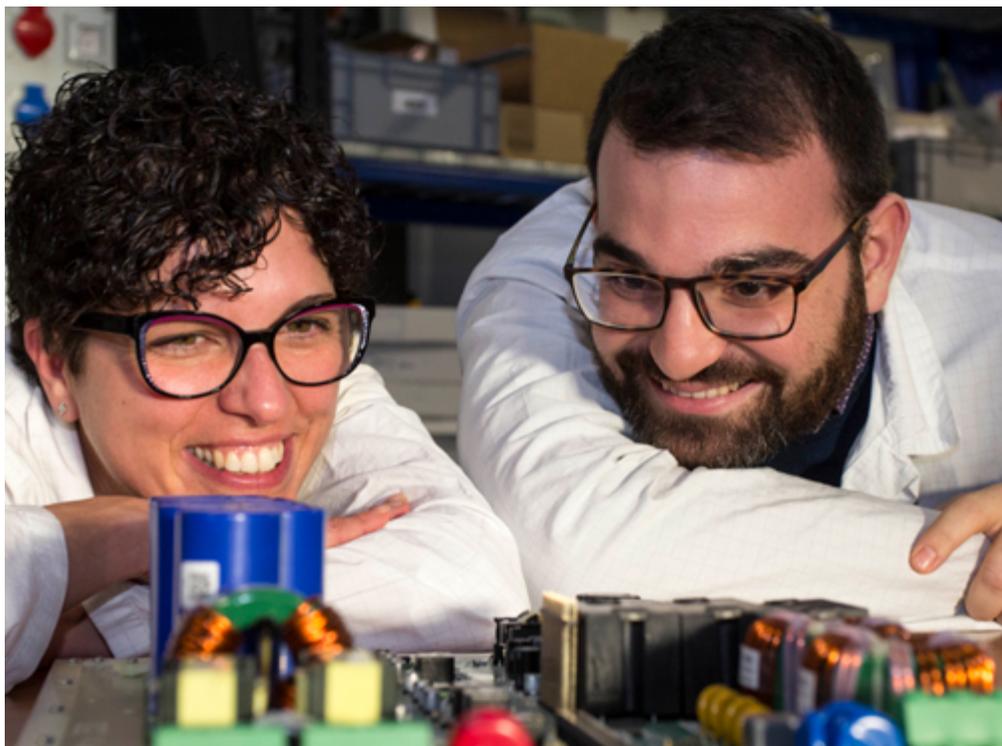
**For every employee and collaborator,  
we have absolute respect and consideration.**



**Firstly people,  
then employees**

Our corporate climate is based on respect for people in their full identity. Integrity, cordiality, loyalty: in the relations with staff, suppliers, and all those who participate and live in the SPEA world, we consider the dignity and respect for the person in his or her uniqueness fundamental. We guarantee and promote the value of Human Rights and a work ethic in accordance with international standards and current laws.

In an approach of trust and simplicity, we encourage everyone to work as a team to share challenges, knowledge, and doubts, motivating everyone's participation and contribution. Everyone is the protagonist. We care about individual talents by promoting a responsible attitude towards growth and continuous training.



## COMPANY WELLNESS WORKING WITH SMILE

We take care of our staff; we want each of our employees to find satisfaction and fulfillment in their daily work in a serene atmosphere. The quality of life of our employees is a fundamental value and, despite the intense production activity, the company requires that the ceiling of 50 hours in the working week is not exceeded with a percentage of the per capita hours of overtime per week that, in 2020, it stood at an average of 1.3%.

55% of employees have been working for SPEA for over 5 years. Some 'senior' employees have happily collaborated with SPEA for over 30 years and proudly emphasize the high quality of life and the working environment. To demonstrate the strong sense of belonging, two significant data: in 2020 the turnover value was 4.3% and legal absenteeism 2.7%; values below the national average which is around 20% for turnover and 6% for legal absenteeism.

## SPEA NEWS APP THE COMPANY IS JUST ON YOUR SMARTPHONE

To keep employees updated on business developments, new technologies, activities, and the latest news, in 2019 a digital magazine was created which, thanks to the SPEA News App, quickly conveys new content through a pleasant graphic interface. With a perspective to sharing commitment and results, great care is dedicated to the story and the strengths of the "success stories" and to the column 'let's get to know each other better' which gives voice to people, presenting them with spontaneity in everyone's life.



# 2,7%

LEGAL ABSENTEEISM  
LOWER VALUE TO  
THE NATIONAL AVERAGE OF 20%

## PROFESSIONAL TRAINING

Our employees are the most important resource: we believe in the value of the share capital, guaranteeing continuous and specialized training.

In 2020, an average of 40 hours per week was provided on topics such as Security, Health & Safety (including the COVID19 health emergency), Environment, Effective Communication, and courses in English.





## WORK IN SPEA: A PRECIOUS OPPORTUNITY OF DEVELOPMENT

Investing in human resources: this is the starting point for business growth that has allowed us to achieve the excellence of our products and services. Our constant commitment, both always and for the future, is aimed at the new generations. In recent years, the average age of new hires has stood at 36. We want to build an efficient and specialized team, trained and motivated to develop collective intelligence to anticipate every solicitation of the ever-changing global markets.



**People have the right to plan a stable life and have a reliable job. For this reason, 74% of our staff is hired with an open-ended contract.**

# 99%

APPRENTICESHIP IS HIRED PERMANENTLY AT THE END OF THE CONTRACT

# 96%

OF OPEN-ENDED AND APPRENTICESHIP CONTRACTS

# 98%

OF EXECUTIVE MANAGERS HAS GROWN WITHIN THE COMPANY

## EQUAL OPPORTUNITIES

The purely technical-electronic field in which SPEA has developed has led over the years to a predominant percentage of male personnel for decision-making, commercial, research, and development roles, with a presence of female personnel concentrated above all in the administrative and commercial areas. Today, thanks to the social changes taking place, many female students have completed engineering and technical-scientific paths, successfully approaching the world of mechatronics.

In the last 5 years, the figure concerning the male/female percentage ratio, therefore evolves towards an increasing number of women employed in the engineering field, with a forecast of an increase in pink quotas with a 'Manager' qualification





*I graduated at the Polytechnic of Turin with a specialization in Electronic Engineering. Upon graduation, I successfully applied for the Test Engineer position in SPEA's Semiconductor Applications department and became SPEA's first Chinese employee in 2011. I have grown up and, in my role as application engineer, I have carried out numerous projects successfully.*

*In four years of work, we have provided many customers with stable and efficient test application solutions. In 2014, thanks to the development of our business, I am moved to Suzhou, China where I founded our holding company, mainly responsible for after-sales service and pre-sales support in the Chinese market.*

*In 2015 we inaugurated our second branch in Shenzhen thanks to which we expanded our commercial activity in the southern and central area. With 2021 my seventh year in China has ended. We are proud to see SPEA's staff grow, hoping that thanks to commitment and high skills of our team can continue its expansion into the Chinese market.*

**Ing. Yuanli Sun**  
SPEA Suzhou General Manager

# 14

DIFFERENT NATIONALITIES

## RESPECT AND DIVERSITY: THE CULTURAL MULTIVERSE

Valuing and respecting diversity is a fundamental commitment for SPEA. Our employees include representatives of 14 different nationalities. The heterogeneous cultural climate that is typical of our business allows us to face the complexity of the world around us with an open and inclusive mentality.

Plurality is a primary value for us and we do not allow discrimination on political and trade union opinions, ethnicities and nationalities, religion, age, sexual orientation, state of health, or other intimate characteristics of the person.

We believe in the importance - on a human and professional level - of gender equality and we are committed to observing it with respect for the dignity of every single person. To strengthen our commitment to greater social justice, some thematic days are being held to raise awareness among employees on issues such as homophobia and violence against women.

To protect and defend female staff, since the plant is located in a dimly lit industrial area, part of the internal parking area has been dedicated to women employees.



## DIFFERENT SKILLS: AN OPPORTUNITY FOR EVERYONE

We believe that working within a team is a fundamental opportunity for the social and professional development of all of us. We treasure and enhance the different skills, identifying the most suitable occupation for the enhancement of each of them. Each uniqueness is an opportunity for SPEA.

# Today students tomorrow talents

Young talents are our most precious resource. For this reason, SPEA invests early in secondary school students, technical institutes, and universities. The kids of today will be our best assets of tomorrow. The program of meetings and collaborations with local schools has the objective to steam life projects in a dialogue that is the premise for future collaborations.

In addition to the program for schools, aimed at recognizing and supporting motivated and capable people already during their course of study, targeted competitions and initiatives have been set up with the possibility of immediate recruitment.



## SPEA STUDENT PROGRAM for middle and high schools

This initiative stems from the desire to enhance the personal aptitudes of talents, even very young ones, by creating for them the career path best suited to the different areas of interest: from the specialist technical career to those in the managerial, administrative, or commercial fields. SPEA begins its awareness program already at the end of primary school, illustrating the most suitable scientific and technical study opportunities for a future in our company. After a first cognitive meeting with the second classes in October, for the most interested, the following year during the orientation phase, a visit to the company is proposed. As for the secondary school, every year 'open door' visit days are organized with the technical-scientific schools of the territory and of the Municipality of Turin to present SPEA and make students aware of a possible employment situation, motivating them to study and to commitment.

## SPEA'S GOT TALENT

By participating in the now traditional contest organized for secondary school graduates, students from different technical institutes compete in a climate of healthy competition by measuring themselves in individual tests and preparing a team project that also trains them to work in a team. Winning the contest allows the most talented young people real and immediate work experience.



## SPEA & UNIVERSITY

Numerous collaborations with the Polytechnic of Turin are activated during the year. SPEA offers students the opportunity to carry out internships and theses by becoming part of projects and initiatives, supported by the experience of our most experienced designers. In the last two years, more than 50 graduates have been hired at PoliTo and 11 graduates from UniTo were hired.

The collaborations with secondary schools and universities have shown the importance of introducing the company to young people already during their studies, offering immediate career opportunities, while encouraging them to continue and complete their schooling while working, with permits for the exams sessions.



## SPEA & 2WheelsPoliTO

The collaboration with the Polytechnic of Turin is not limited to internship programs, but also actively stimulates innovative research projects. An example is the 2WheelsPoliTo started in 2009 with a group of students from different departments. The goal was to design an electric power unit motorcycle that maintains the performance of traditional motorcycles. Until now, thanks to important investments, in addition to continuing the long-term collaboration with the Runner Bike Team, the team will also be alongside the Pasini Racing Team, providing two bikes and all the official support to the manufacturer. The 2WheelsPoliTO program aims to further consolidate the technical project and also increase its training offer at the service of younger drivers and engineers.



**Over forty hires with SPEA's got Talent, Company Tour, and post Work-School Project only in the previous two years**

## FROM SCHOOL TO COMPANY

In our company we need talent. For this reason - from the first day in the company - we give the utmost importance to the creation of training projects aimed at enhancing their ingenuity, ambition, initiative.

In an atmosphere of trust and cooperation, within a specialized work team, the young people who carry out a paid internship experience with us are entrusted with a complete project that offers the opportunity to experience all the phases of the work: from the analysis of the client company's needs to the development and implementation of the most suitable testing solution.

From the first day, the candidate is therefore involved in complex projects which fully grasp every element; he is empowered and has the opportunity to work in contact with the R & D teams of big names in the electronics of which he learns about the needs and working methods.

“

**Youths of today,  
athletes and workers  
of tomorrow.  
If young people learn  
to stay in a healthy  
sporting environment,  
they will certainly be  
champions at  
work too.**

”

**Lorenzo Bonaria**



# Our social commitment

Our company was born 45 years ago in Volpiano; today we are still here and all our main suppliers are located a few kilometers from the company.

Any critical issues that emerged over time have been brilliantly overcome thanks to the strong sense of belonging we have towards our land.

We grew up in a cohesive spirit, never having to stray from our origins. An area full of opportunities, to be seized in a spirit of inclusion, sport, social activities. The Canavese territory has a strong matrix of value creation in the Olivetti meaning.

## COMMUNITY CARE

Most of our employees live in a location which is less than 30 kilometers from SPEA.

In a constant dialogue with local businesses, we have activated numerous affiliations to offer benefits to our employees to support the economic development of the territory of Volpiano, such as the ten restaurants located close to the company with a mutual benefit: quality lunches at a discounted price for our employees and continuity of work as a canteen service for managers during this COVID-19 emergency period.

Other affiliations have been signed with medical and health structures, insurance agencies, clothing stores, food and travel agencies, for a total of 28 businesses involved.

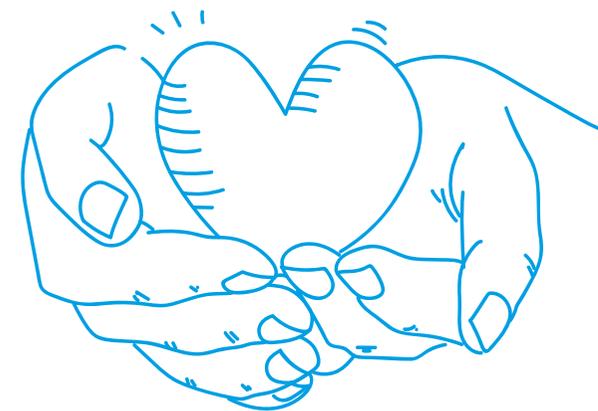
Our pride in belonging made it possible, in 2020, to obtain from the Municipality of Volpiano the concession for the construction of a traffic circle located at the entrance of the Company.



## SOLIDARITY

Our social spirit becomes concrete with local and international humanitarian initiatives aimed at protecting the health and educational and social growth of children and young people; from the Volpiano district where our company is located, up to the farthest East of Europe. In Ukraine, following the Chernobyl nuclear disaster, thousands of children live in very poor conditions or even in institutions; circumstances that make it almost impossible to plan a future for them.

SPEA supports the Arca Solidale ODV association on an ongoing basis thanks to the 'Impresa Amica' program. The project, born a few years ago, is a welcome program for Ukrainian children in families living in Piemonte; this allows families to live the extraordinary experience of hosting, helping, and supporting one of these children and, for children, to change their future forever.



**We like to talk about equality,  
but we prefer the term equity.  
We are careful to enhance diversity,  
which is why we speak of multiversity.  
We are aware of the value of  
integrating different skills.**

## #SPEAFORSPORT NOT ONLY PHYSICAL WELLNESS

Investing in activities that have a valuable impact on the area from which precious human resources for the company come: SPEA does not keep everything to itself and returns to society with numerous initiatives dedicated to sports, not only with a view to physical well-being, but also for education and balanced growth for our children and teenagers.

We believe in the value of sport for the harmonious development of people and communities. Practicing sports activities improve wellness and health, as well as being an experience of social aggregation. Through sporting activities, you experience the sense of fun, of teaming up, of supporting each other; where the opponents are competitors to beat and not enemies, where the last one is only the one who did not win.



At SPEA we not only have the ambition to help train sports champions, but above all to participate in the growth of successful people.

Today, around this project with the motto: 'Health and happiness to learn life', SPEA supports the growth and competitive activity of 20 teams of the I84 sports club, for athletes aged 4 and over. The Futsal Soccer School has become a real flagship in just 4 years with over 200 children enrolled - many of them children of our employees - and the FIGC's recognition as the first and only Elite Soccer School in the Northwest. A beautiful community that grows by playing and challenging each other according to our idea of aggregation and social development.

**The great goal that SPEA aims to achieve is to participate in the training of children and young people in the area through sport. These young people will not just be athletes, but the people of tomorrow, the workers of our territory. By helping to make them healthy and motivated people, we participate in the creation of a social fabric that feeds companies, including those of our supply chain.**

Lorenzo Bonaria



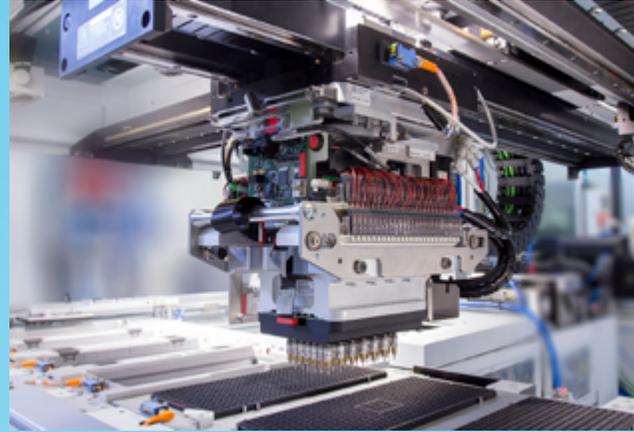


## #SPEAFORSPORT

At SPEA we also have a great passion for motorcycle disciplines, especially in the context of the Trial; for 25 years we have supported a Trial SPEA team and, abroad, the national team and the championship in Spain as well as the world champion, Toni Bou. To bring young people closer to this competitive activity, we organize 'The Spring of the Trial', theory and practice paths alongside the champions.

Still, motorcycles: SPEA supports the 2WheelsPolito team that competes in the Premoto 3 Speed Championship. Innovation and competitive talent, a powerful combination to look forward to the world championships with confidence.

# Products and supply chains: a virtuous circle



Our product, technologies, innovations are designed and manufactured entirely in Italy in Volpiano, the only production center since 1976.

Ethics, environmental sustainability, and circular economy: a new 'governance' recognized and shared internationally requires the design of technological solutions and related sustainable production processes throughout the supply chain. It is also necessary to consider the environmental impact of the device during its entire life cycle. From the provision of raw materials selected based on ethical criteria to efficient and safe handling; to the use of energy from renewable sources, and increasing energy efficiency during the production phase, up to the disposal of the object.

Quality and continuous improvement with zero emissions and zero discharges: this is our commitment linked to the entire production cycle. Our experience over time, concerning legal requirements and monitoring of environmental impacts, is aimed at minimizing and, where possible, eliminate the generation of waste at the origin, to reduce emissions and consumption of water, electricity, and methane. Water discharges relate exclusively to sanitary and civil use of water, while no emissions are generated during the production flow. Natural gas is consumed exclusively for heating work environments during the winter seasons and the production of hot water.



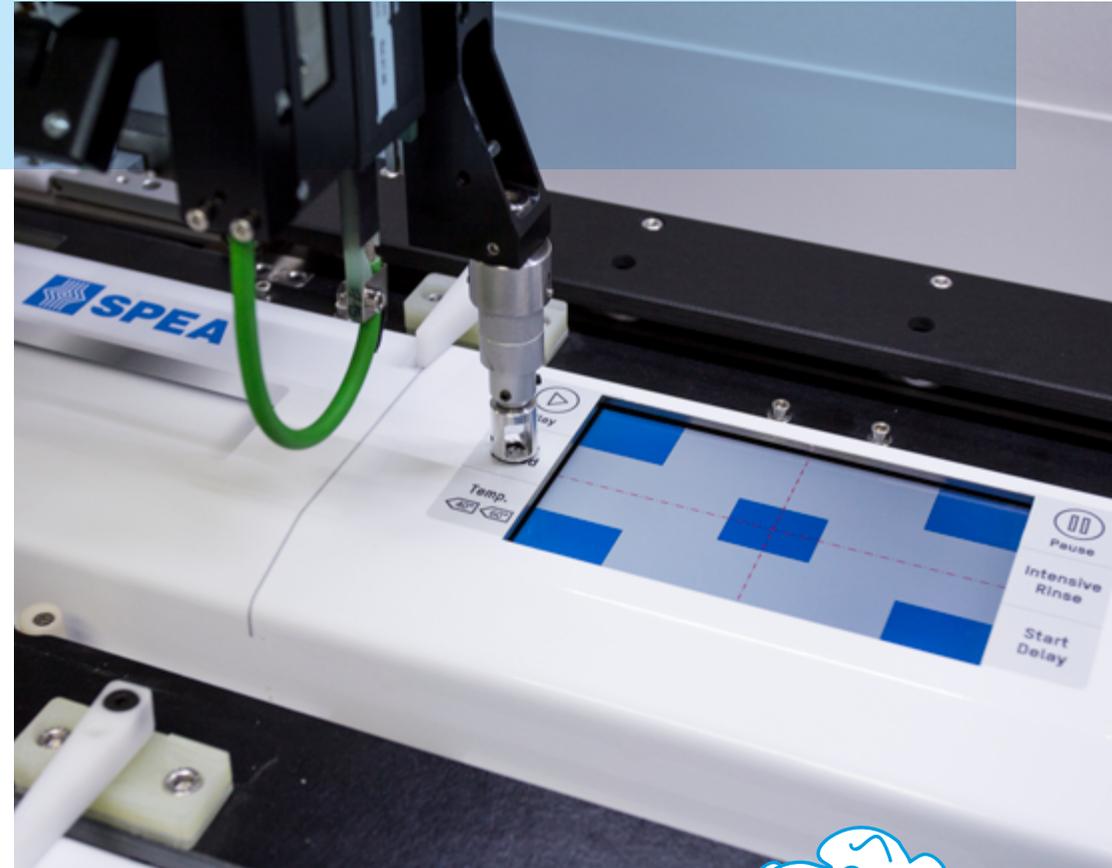
## SUPPLY CHAIN

We share our values of integrity and excellence with suppliers with a view to partnership and shared advantage. Following the update of the Supplier Code of Conduct in 2020, all our suppliers have adhered to our principles intending to initiate a common dialogue on the issues of sustainability, respect for fundamental ethical principles, and the protection of Human Rights.

We prefer to choose suppliers active in our territory in a logic of proximity and investment in the local community. In recent years, where possible, we have created business relationships to ensure greater integration and promote economic growth at the local level. The percentage of strategic suppliers based at a distance of less than 70 km is 90%.

# 100%

OF STRATEGIC SUPPLIERS  
COMPLIANT WITH CONFLICT  
OF MINERALS CRITERIA



## CONFLICT MINERALS

Electronic products contain minerals such as gold, tantalum, tin, and tungsten which - as in the Democratic Republic of Congo and neighboring countries - are directly or indirectly subject to conflicts and wars between armed groups. In light of the American (2012) and European (2017) Regulations established to limit dynamics of hostility and prevarication for the control of extraction sites, SPEA has long been committed to requiring its suppliers to adopt 'due diligence' measures through supply specifications. The supply of minerals must be unequivocally responsible, not going to increase in any way serious violations of Human Rights.

**We prefer to choose suppliers active in our territory in a logic of proximity and investment in the local community.**





**At work  
in safety and  
well-being**

## HEALTH & SAFETY

With an increase of 274% on investments for Safety in the Workplace, SPEA testifies to a careful and constant commitment. A primary strategic component to pursue the objectives of growth and continuous improvement and care for people, who have the right to feel safe in their workplace. Risk prevention, reduction of accidents and occupational diseases, training and involvement of staff: the tools adopted embrace organizational models for risk management and the application of new technologies to support safety.

1500, the annual hours of training provided internally on the aspects of safety at work for the development of skills and the involvement of personnel who are at the basis of the entire company organization to create a real culture of safety. A healthy and safe work environment contributes to improving the quality of products and services; the protection of the health of employees increases its participation and a sense of belonging.



**We have reduced injuries by 43%  
compared to previous years.  
Constant recording of possible accident  
situations confirms our attention to  
each worker safety.**

## COVID-19 EMERGENCY MANAGEMENT

Since the first signs of the pandemic outbreak, SPEA has been committed to keeping its employees and their communities safe by moving well in advance, which has made it possible to keep infections at zero in the first wave. The health crisis was tackled with the utmost caution and transparency to ensure health and safety for employees operating at headquarters or working abroad. Travel was limited and workers who requested it or were at higher risk were allowed to work from home.

As part of an information campaign that saw Mr. Luciano Bonaria at the forefront of providing information in the factories and offices, a handbook of good rules was also prepared to be applied in the company and everyday life, in the family and public places. Protocols have been established to be followed in compliance with common security: from simple temperature screening at the entrance; with plexiglass dividers, with the use of clothing covers and masks, up to the establishment of quarantine and tracking protocols for suspected cases.

65,000 Made in Italy masks were purchased and produced by a local supplier based less than 10 km from the SPEA factory.

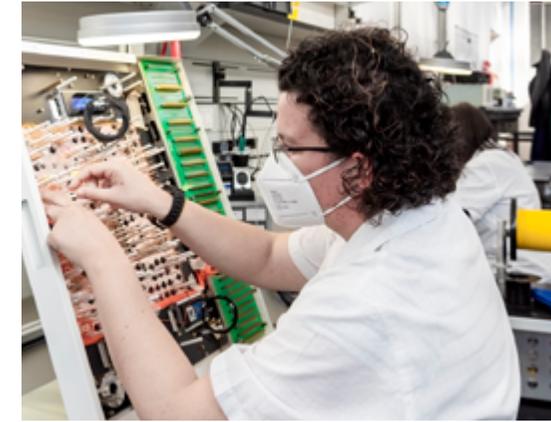
## ERGONOMIC ENVIRONMENTS

With the definition of the Business Units, the SPEA factories were completely redesigned to meet the most innovative standards of well-being, safety, and energy-saving codified by the ergonomic science that studies the relationship between functionality and physical well-being in the workplace.

'Open space' environments were designed for the designers; in the production areas, in addition to the laying of static-dissipative floors, air conditioning, and air exchange systems have been installed. All rooms are equipped with smoke detectors according to the new fire regulations and low consumption lighting.

The departments have been created with a flexible perspective to accommodate any type of new system and to be always ready for customer requests. This is the case of the recent high-voltage production department used for SIC technologies, which must meet strict safety criteria.

Organized from an anti-food waste perspective and equipped with separate waste collection systems, the canteen is located in a room adjacent to a large 140 square meter terrace where you can have conversations and relax during breaks.



## MOBILITY

A service to employees, useful for reducing CO2 emissions: to encourage alternative forms of mobility to the use of the car, a free shuttle service is available for those reaching their workplace by train on the Turin-Rivarolo Canavese line.

The service connects the Volpiano station to the factory in the industrial area.

This service has been heavily incentivized to increase the number of places available.





Environmental culture is growing with us. Energy consumption, emissions, and waste management: it is the small gestures, one after the other, that make the environment we live in better and each person is responsible in their dimension and towards the community. The conscious contribution of everyone is fundamental; for this reason, SPEA has dedicated 624 hours of training to environmental sustainability in the last three years.

With an 85% increase in investments, SPEA has reduced the impact of carbon emissions and is committed to continuing to reduce the environmental footprint of each of the operations for the manufacturing of products which, in turn, in daily use until end-of-cycle disposal, are designed to mitigate the impacts on climate change.

# The environment appreciates

## +85%

OF INVESTMENTS FOR THE  
REDUCTION OF EMISSIONS



**Knowing that you love the earth changes you, motivates you to defend, protect and celebrate it. But when you feel that the earth loves you, that feeling transforms the relationship from a one-way street into a sacred bond.**

**Robin Wall Kimmerer**

# -15%

OF EMISSIONS IN 2020  
EQUAL TO 210 TONS OF CO<sub>2</sub>

## LESS ENERGY CONSUMPTION AND FEWER EMISSIONS OF CO<sub>2</sub>

Every lifestyle, including the individual one, involves a more or less high level of carbon dioxide emissions. Being aware of the global carbon cycle at all levels helps to reduce the creation of the greenhouse effect and to offset one's debt to the environment by taking virtuous actions. In 2019, according to researchers from East Anglia and Exeter UK universities, 39 billion tons of CO<sub>2</sub> were released into the atmosphere; in 2020 the level of emissions fell by 7% due to global measures due to the pandemic.

SPEA in 2020 reduced CO<sub>2</sub> emissions by 210 tons and is committed to further lowering the level of indirect emissions and energy consumption: 13% of the energy used comes from renewable sources (hydroelectric, wind, photovoltaic).

## SEPARATE WASTE COLLECTION

The circular economy is a new economic paradigm inspired by the 318 articles of the Consolidated Environmental Law that puts reduction in the first place, followed by reuse, recycling, recovery and finally the disposal of waste. Strategies and approaches have also radically evolved in SPEA, starting from the choice of materials used in the production process up to integrated, efficient and collaborative management during the various company activities.

# 84%

WASTE TRANSFORMED INTO RESOURCES

# 77%

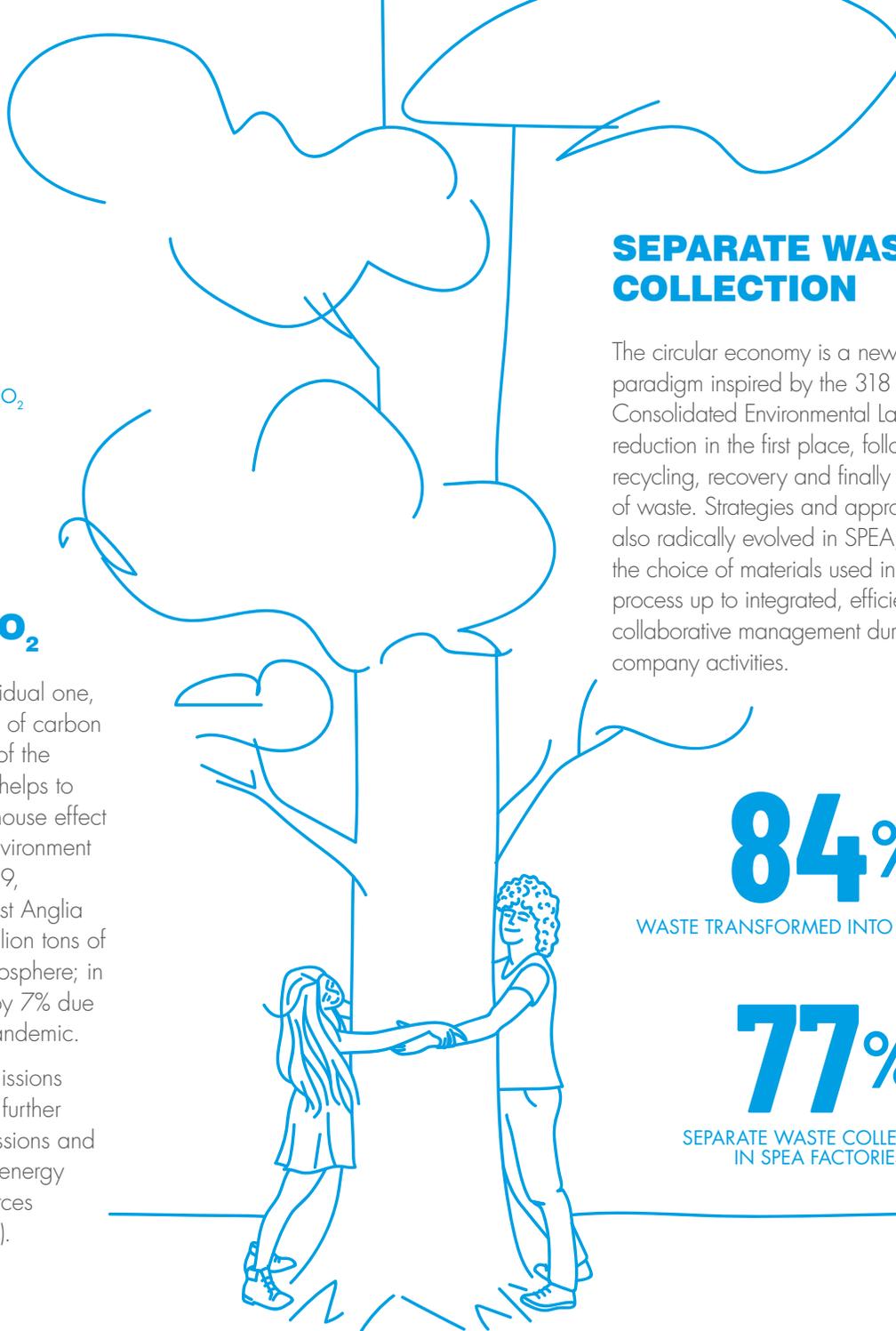
SEPARATE WASTE COLLECTION  
IN SPEA FACTORIES

The percentage of waste transformed into resources is now 84% of the total. Some waste generated during the production cycle is collected in a dedicated manner and sold to specialized companies and third parties that recover the precious minerals, thanks to adequate treatment plants and cutting-edge technologies.

These are cables, electronic boards, mixed metals, and electronic equipment. Since it was introduced in SPEA, a separate waste collection has been strengthened over the years and, in 2020, it has also been extended to organic, glass, and cans.

Beyond the legal aspect, treating and recycling waste according to current regulations helps reduce management costs and protects the environment as it limits the number of transports to authorized centers, reducing emissions of CO<sub>2</sub>.

In 2020, the percentage of separate waste collection in the SPEA plants reached 77%; 12% more than the Piedmont Region 2020 target set at 65%. To encourage and support separate waste collection, a handbook with rules and practical advice is available for all employees.



## TO REDUCE TO REUSE TO RECYCLE

### ● GUIDE TO THE ECO-FRIENDLY OFFICE

An information campaign is active to encourage behaviors to increase corporate energy efficiency, eliminating waste, and reducing harmful emissions to the environment.

### ● SUPPLIERS AND EMPLOYEES 'AT ZERO KM'

90% of strategic suppliers are located within a radius of fewer than 70 km; while 80% of our staff resides a few kilometers away. This allows us to reduce travel kilometers and improve our environmental performance.

### ● RELAMPING

To be more sustainable, SPEA constantly invests in energy efficiency: a renewal of the lighting system is underway which involves the replacement of lighting bodies with low-consumption LED technology.

### ● MOBILITY

The proximity of suppliers and employees avoids long personal journeys, to reach the workplace, and handling of goods, with a consequent reduction in CO<sub>2</sub> consumption. The shuttle service available to employees is a further incentive to reduce the use of cars and to use public transport.

### ● WASTE AND CO<sub>2</sub>

Reusing materials and extending their life cycle reduces the production of waste, from a circular economy perspective. The separate collection and recycling of waste allow you to save raw materials and energy, in this way we reduce emissions of CO<sub>2</sub>.



# Ethics and business, a possible binomial

Changes in the economic landscape, environmental and social require a constant evolution of the ethical foundations to support virtuous processes of technological development at a global level.

Liberalism and ethics, two terms that have now become essential in the codes of conduct to which the major world companies adhere together with SPEA

## INDUSTRIAL PROPERTY AND CONFIDENTIALITY

In the current panorama of Industry 4.0 where data flows represent one of the determining factors of growth and development, in the field of intellectual property protection and cyber security, legislation is constantly evolving, especially in favor of commercial relations and technological partnerships based on mutual trust. In this sense, SPEA guarantees the maximum confidentiality of the data, which are protected at every stage of the production process. The defense of the secrecy of the customers' technological solutions is the basis of the relationships of SPEA which enjoys the highest reputation thanks to the strict regulatory processes put in place.

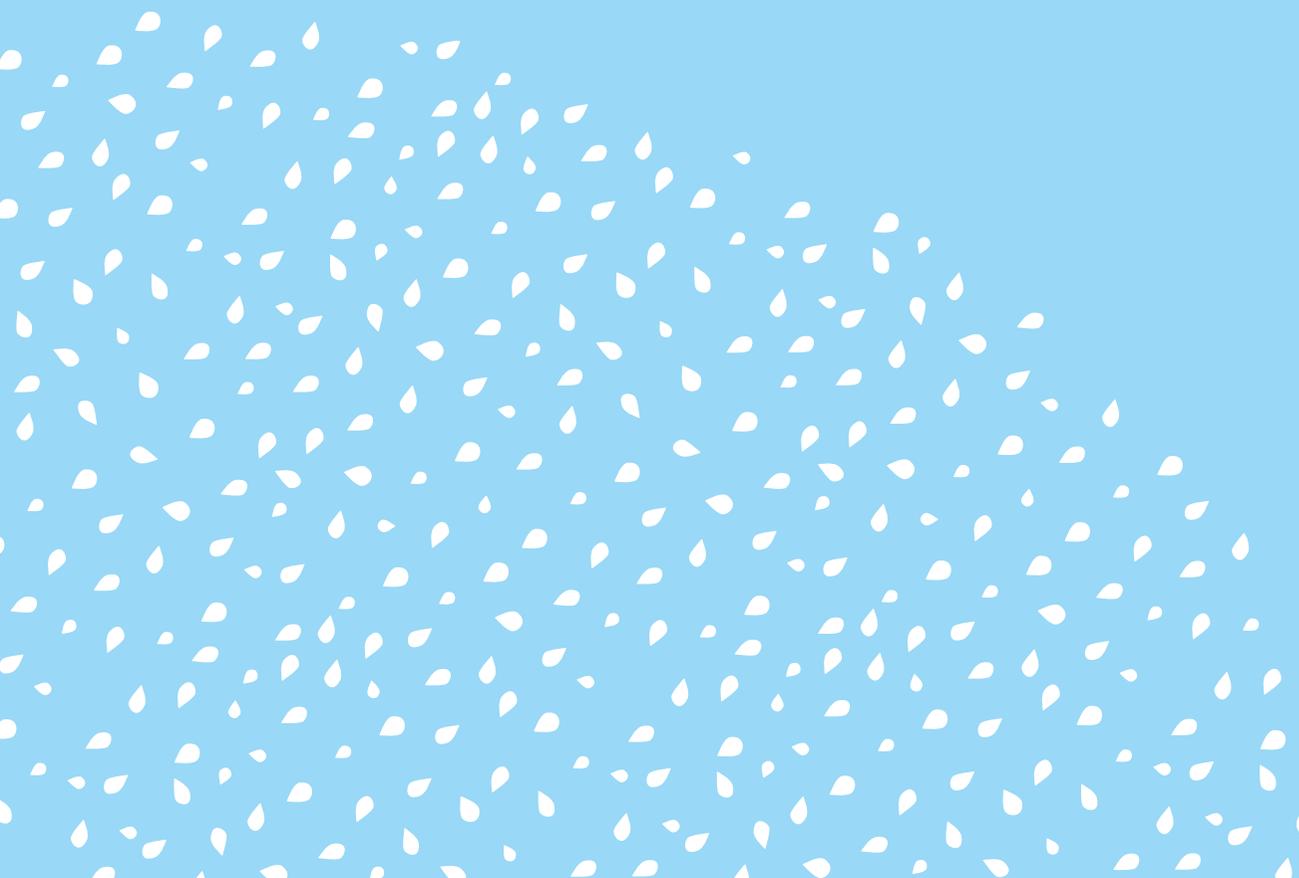
SPEA brings its protection activities back to the new regulatory framework governed by the Industrial Property Code which brings together all the rules relating to the field of patents, trademarks and copyright for multimedia content and computer software.

## ANTI-CORRUPTION

SPEA promotes a culture of unequivocal ethical integrity based on principles of transparency. In support of this commitment, it has drawn up a Supplier Code of Conduct which regulates the set of rights, duties, and responsibilities that the company assumes in carrying out its production and commercial activity towards all the entities with which a direct or indirect economic relationship exists. The purpose, to identify and activate corruption prevention strategies by qualifying as illegal all activities such as payment of sums of money or other forms of extortion by employees, consultants, and collaborators.

SPEA does not accept any form of violation and undertakes to comply with the anti-corruption laws in force in all the countries in which it operates, as well as to provide adequate information to all staff. Firm adherence to anti-corruption protocols in any place and form in which SPEA carries out its business is the "condition sine qua non" for achieving growth and value objectives. There can be no ethical shortcuts on the path to building relationships based on mutual trust and fairness of behavior. SPEA always intends to act with integrity, honesty, and fairness.





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