



# 2021

## Sustainability Report

2020 performance



# About this report

## Scope

This annual sustainability report outlines EDA Industries S.p.A. (EDA) sustainability strategy, programs and performance during the calendar year 2020. It is aimed at stakeholders who want to learn more about our commitment and approach to sustainability. Unless otherwise stated, the information and data cover all our activities performed in EDA Italy headquarter: Cittaducale (RI), Italy site.

## Report structure

The report focuses on the three material topics (see page 6) of our sustainability strategy, that are aligned with our business priorities. We identified these topics considering EDA sustainability context and stakeholders' concerns. For each material topic, we defined goals and programs. We also include examples of actions we have carried out, or planned, at EDA Italy site in order to improve positive results or reduce negative impacts.

## Use of symbols

We use the following symbols in this report to indicate our progress towards our objectives:



Target achieved



In progress



No progress/not achieved

## Availability

This sustainability report is available in PDF format at <https://www.eda-industries.net/en/about-us/companyreports.html>

## Feedback

We value feedback and encourage contributions and suggestions from all our stakeholders. You can email us at [info@eda.industries.com](mailto:info@eda.industries.com)

This report represents a balanced and reasonable presentation of our organization's economic, environmental and social performance.

Rabah Derradji  
Managing Director



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## 2021 Edition

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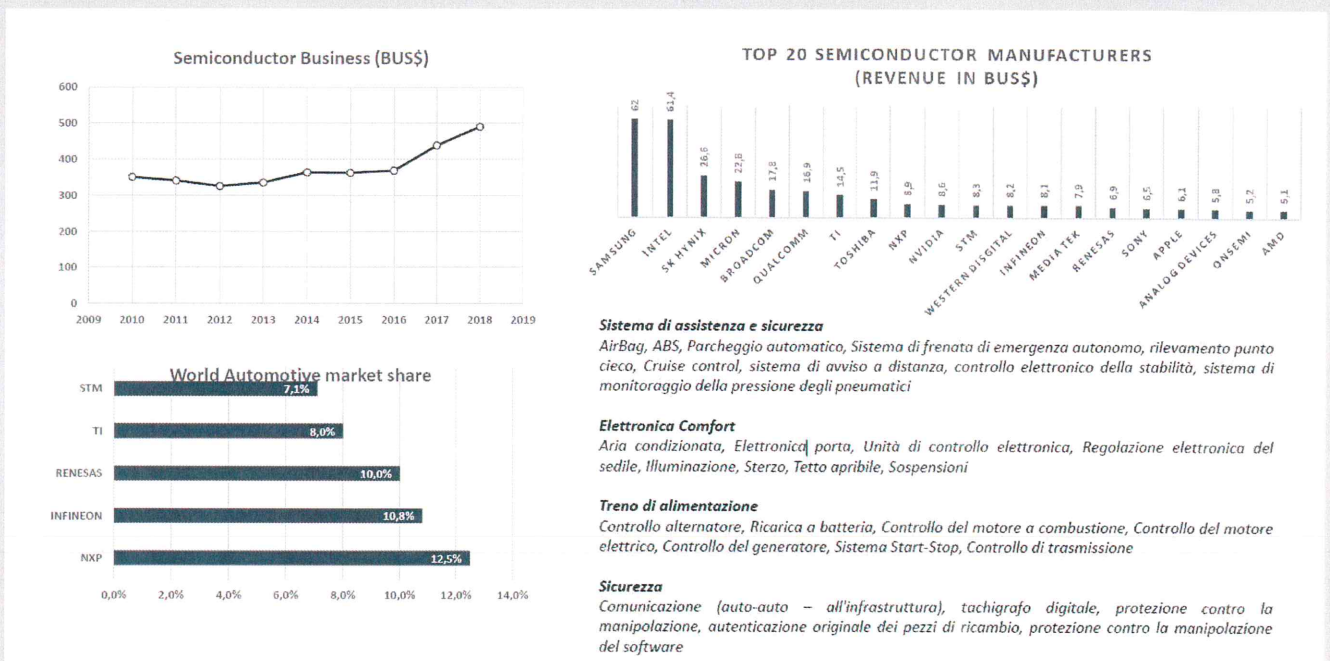
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## 1. EDA Group – Companies general data

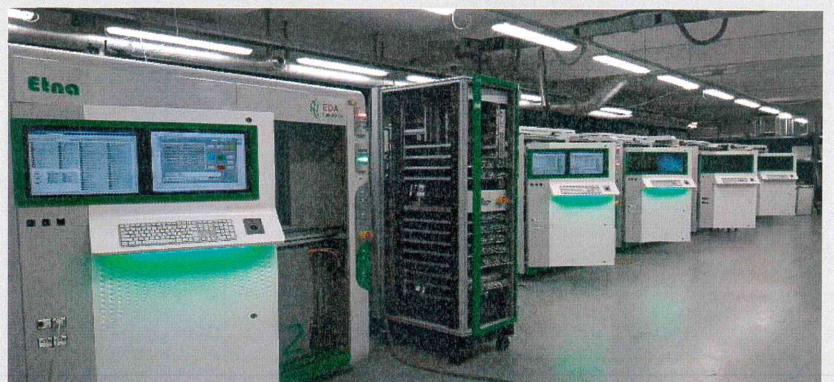
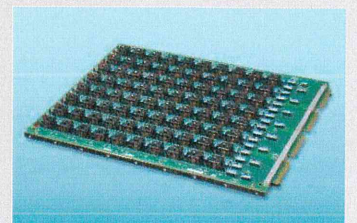
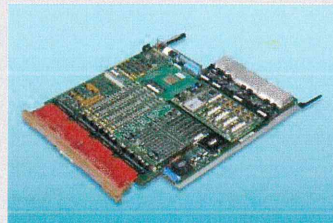
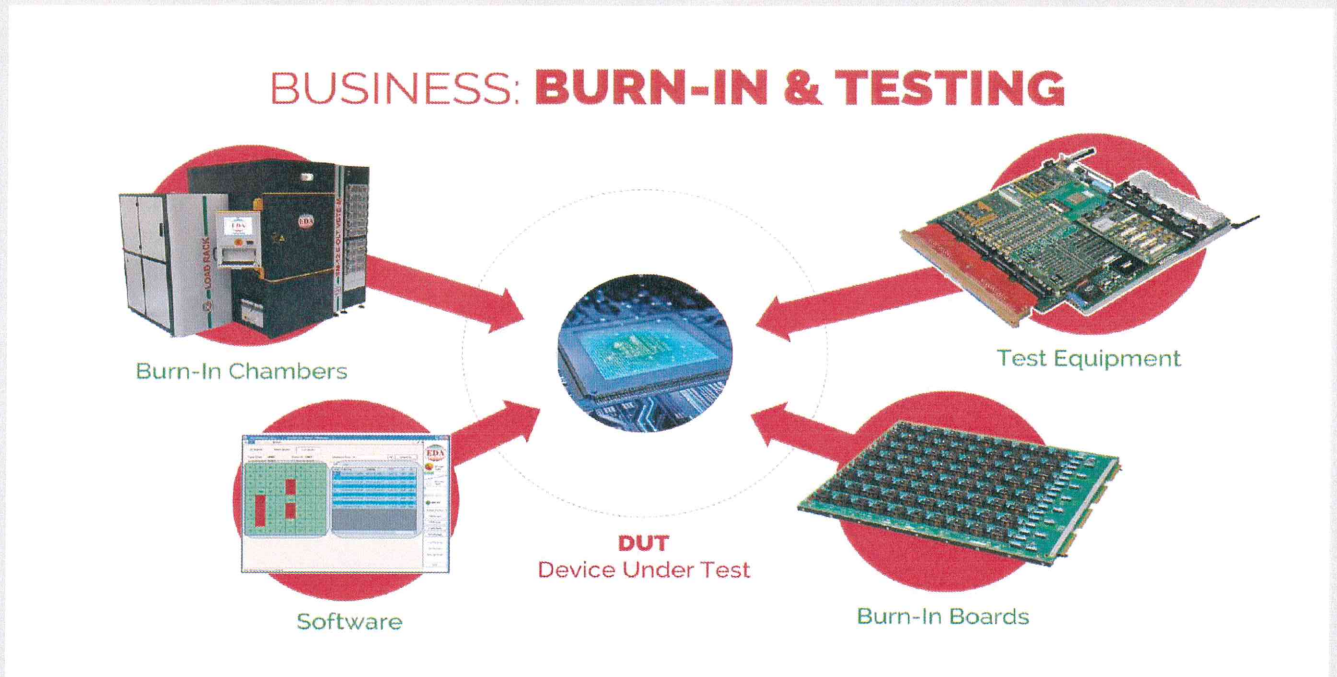
EDA Industries SpA - Italy			EDAPHILIPPINES Industries Inc. - Philippines		
Starting Year	1993		Starting Year	2017	
Revenue 2019	14,3 M€		Revenue 2019	784 K€	
Employees	71		Employees	8	
Plant	3,000 sqm – Rieti Italy		Plant	1,000 sqm – Calamba Manila	
Certification	UNI EN ISO 9001:2015		Certification	UNI EN ISO 9001:2015	
Activities	R&D Center		Activities	Electronic production   Engineering Support   BI Outsourcing   Sales & Service	
EDA Industries (Asia Pacific) Pte Ltd - Singapore			EDA Malaysia Industries Sdn. Bhd. - Malaysia		
Starting Year	1998		Starting Year	2017	
Revenue 2019	8,4 M€		Revenue 2019	445 K€	
Employees	31		Employees	21	
Plant	500 sqm – Bukit Batok Singapore		Plant	1,387 sqm – Tangkak Muar	
Certification	UNI EN ISO 9001:2015		Certification	UNI EN ISO 9001:2015 (May 2019)	
Activities	BIB Mass production   BI Chamber production   Repair   BI Outsourcing		Activities	Repair   Reliability Lab.   Service Support   Chamber Production	

## 2. EDA Group Market place





### 3. EDA Group Core Business: products and solutions





## 4. EDA main material topics: People first, Sustainable Business, Environment protection

EDA identified three main material topics considering EDA sustainability context and stakeholder concerns or expectations:

- People first (Health & Safety, Labor & Human Rights, Ethics & Inclusion)
- Sustainable business (Quality, Innovation)
- Environment Protection (Hazardous Substances, Wastes, Air Emissions, Water, Energy)

STAKEHOLDERS	KEY EXPECTATIONS
EMPLOYEES	<ul style="list-style-type: none"> <li>• Health &amp; Safety</li> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> </ul>
CUSTOMERS	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Innovation</li> <li>• Ethics &amp; Inclusion</li> </ul>
SUPPLIERS	<ul style="list-style-type: none"> <li>• Ethics &amp; Inclusion</li> <li>• Health &amp; Safety</li> <li>• Labor &amp; Human Rights</li> </ul>
INVESTORS AND BANKS	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Innovation</li> <li>• Health &amp; Safety</li> </ul>
LOCAL PARTNERS	<ul style="list-style-type: none"> <li>• Ethics &amp; Inclusion</li> <li>• Health &amp; Safety</li> <li>• Labor &amp; Human Rights</li> </ul>
NATIONAL AND LOCAL AUTHORITIES	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Ethics &amp; Inclusion</li> <li>• Health &amp; Safety</li> <li>• Wastes</li> <li>• Air Emissions</li> <li>• Hazardous Substances</li> </ul>
UNIVERSITIES	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Innovation</li> </ul>
INDUSTRY ASSOCIATIONS	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Innovation</li> </ul>
MEDIA	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Innovation</li> <li>• Wastes</li> <li>• Air Emissions</li> <li>• Hazardous Substances</li> </ul>
LOCAL COMMUNITY	<ul style="list-style-type: none"> <li>• Labor &amp; Human Rights</li> <li>• Ethics &amp; Inclusion</li> <li>• Wastes</li> <li>• Air Emissions</li> <li>• Hazardous Substances</li> </ul>

As a starting point for year 2020, EDA established to concentrate on: Labor & Human Rights, Ethics & Inclusion, Health & Safety and Environment Protection.



## 5. People first

### 5.1 Labor & Human Rights

In compliance with our Code of Conduct, adopted since the 2020, we established standards to ensure that working conditions in our organization are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

We are improving **Labor and Human Rights** aspects by covering nine core principles:

- Freely chosen employment
- Prevention of underage labor and protection of young workers
- Fair organization of working time
- Fair wages and benefits
- Fair treatment and anti-harassment
- Non-discrimination
- Freedom of association
- Fair working conditions
- Employee well-being and privacy of personal information

#### 5.1.1 Training

During year 2020 we introduced to EDA employees the adoption of a Code of Conduct and the main principles on the subjects of:

- Labor
- Health & Safety
- Ethics
- Environment



STATUS:  Achieved

#### 5.1.2 Test of Employees satisfaction

During year 2020 we introduced a system for testing our employees' satisfaction regarding the main principles of our Code of Conduct, we performed the first employees satisfaction test and we established to repeat it every year



STATUS:  Achieved



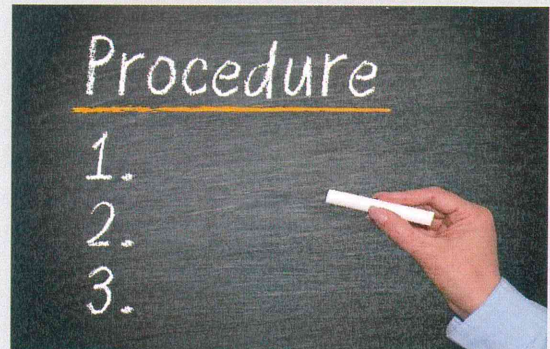
### 5.1.3 Labor procedures

We planned to introduce in EDA's management System procedures in order to regularize and standardize:

- Staff recruitment
- Working hours
- Student working conditions and allowances
- Freely chosen employment

STATUS:  In progress

Expected completion date:  
July 2021



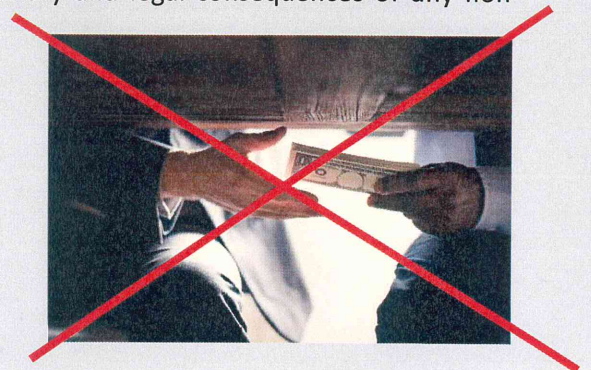
## 5.2 Ethics & Inclusion

### 5.2.1 Abuse of office and Corruption

EDA has a zero-tolerance approach to concussion and corruption, regardless of the identity or position of the perpetrator or recipient of any bribe. It is also strictly prohibited for anyone to use Company funds or resources to make a political contribution.

The Code of Ethics and the Anti-Corruption Policy provide definitions regarding concussion and corruption and include details of the Company's rules for interacting with third parties. They also explain how to report actual or suspected violations and outline the potential disciplinary and legal consequences of any non-compliance.

STATUS:  Achieved



### 5.2.2 Whistleblowing

EDA encourages everyone, including external business partners, to express, in good faith, any concerns they may have regarding possible violations of the Code of Ethics, company policies or the law. Managers are responsible for maintaining a working climate in which employees feel comfortable with speaking and expressing their ideas freely.

The misconduct reporting process is communicated to all employees. EDA applies the highest standards of confidentiality in the management of all reports received, through the Ethics Committee for Social Responsibilities.

EDA ensures that no employee who reports a concern in good faith suffers retaliation in the form of harassment, or adverse employment or career consequences.



STATUS:  Achieved



### 5.2.3 The Ethics Committee for Social Responsibilities

EDA has instituted an Ethics Committee for Social Responsibility composed by a manager for each Area, covering: Work, Health and Safety, Environment and Corporate Ethics. The Ethics Committee for Social Responsibility supports the Company Management in its efforts to promote an ethical and coherent culture. The Ethics Committee meets monthly and is chaired by a Coordinator with the task of convening it, maintaining the evidence of the meetings and acting as a link between its members and the Company Management.

The committee's role and responsibilities include:

- Discuss and evaluate the application of the Code of Ethics, corporate ethics policies, as well as reports, violations and related investigations
- Provide support to the Management in issuing guidelines or recommendations on ethical issues

STATUS:  Achieved



## 5.3 Health & Safety

Since the very beginning of its establishment, EDA adopted the best practices in the Health and Safety area, assuring the respect of applicable laws and Regulations.

During year 2020, in order to assure the maintaining of the safest possible working conditions, we started actions towards

- Health and Safety specific training and participation
- Visibility of Emergency teams
- Pest control program

### 5.3.1 Health and Safety specific training and participation

EDA started training and participation programs on specific Health and Safety topics such as safety concern notification.

STATUS:  In progress. Expected completion date: July 2021



### 5.3.2 Visibility of emergency teams

EDA is introducing differently colored identification bands, for the single emergency teams to be more clearly visualized.

STATUS:  In progress. Expected completion date: July 2021



### 5.3.3 Pest control program

In order to ensure maximum healthiness of the workplace and preserve the value of Company assets, EDA is updating Health and Safety procedures by introducing pest control on a regular basis.

STATUS:  In progress. Expected completion date: July 2021





## 6. Environment Protection

As a starting point for year 2020, EDA established to concentrate on the **Environment protection** material topic by considering 5 sub-topics:

### **Hazardous Substances, Wastes, Air Emissions, Water and Energy – GHG emissions**

For all of them environmental programs are being sketched, and will be defined in the first period of 2021, by detailing periodically monitored performance indicators and goals to achieve.

#### **6.1 Hazardous Substances**

##### **Lowering GWP of admitted refrigerant gases**

Though Regulation (EU) No 517/2014 doesn't limit the use of refrigerant gases for applications below -50°C, EDA is committed in evaluating the **substitution of presently used admitted refrigerants** for such applications **with others with a much lower Global Warming Potential (GWP)**.

**STATUS:**  **In progress**

**Expected completion date:**  
**December 2021**



#### **6.2 Wastes**

##### **Reducing CNC mechanical processing wastes**

A dedicated environmental program is being studied, aiming at recovering lubricant out of the draining of CNC mechanical process lubricated wastes (scraps and shavings), to be reused in CNC machines.

This practice should also produce lower amounts of CNC mechanical process wastes that should also be purer, because almost deprived of lubricant's contamination.



**STATUS:**  **In progress.**

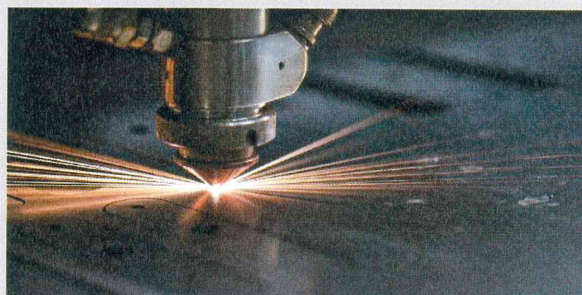
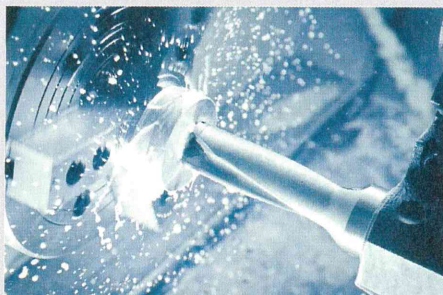
**Expected completion date:**  
**December 2021**




## 6.3 Air Emissions

### Reducing impact of TIG / MIG soldering process air emissions

In order to improve the quality of TIG / MIG soldering process emissions, EDA is changing the upstream production process of input materials to be soldered, moving toward a cleaner outsourced LASER process rather than a CNC process that leads to emulsion impregnated input materials.



**STATUS:**  In progress. Expected completion date: December 2021

## 6.4 Water

### Reducing water withdrawal and wastewater

EDA is involving its staff in an awareness campaign for a sustainable use of water. At the same time EDA is starting a water reduction program



**STATUS:**  In progress.

Expected completion date:  
December 2021

## 6.5 Energy and GHG emissions

### Energy saving in electronic boards' frames production process

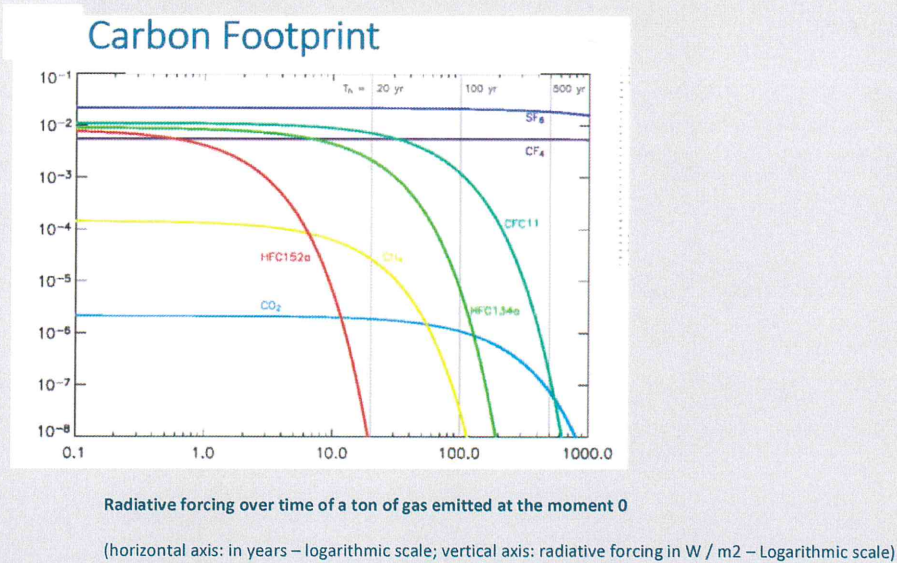
EDA is evaluating the procurement of a dedicated equipment for inserting the grafts in the electronic boards' frames. The new equipment should be much less energy consuming and faster than the equipment presently in use.


**STATUS:**  In progress. Expected completion date: June 2021



## Lowering GHG emissions

As a starting point to continuously reducing its Carbon Footprint, EDA aims at using the best internationally recognized software instruments and databases for calculating its Carbon Footprint, at entry level for year 2020.



**STATUS:**  In progress. Expected completion date: June 2021

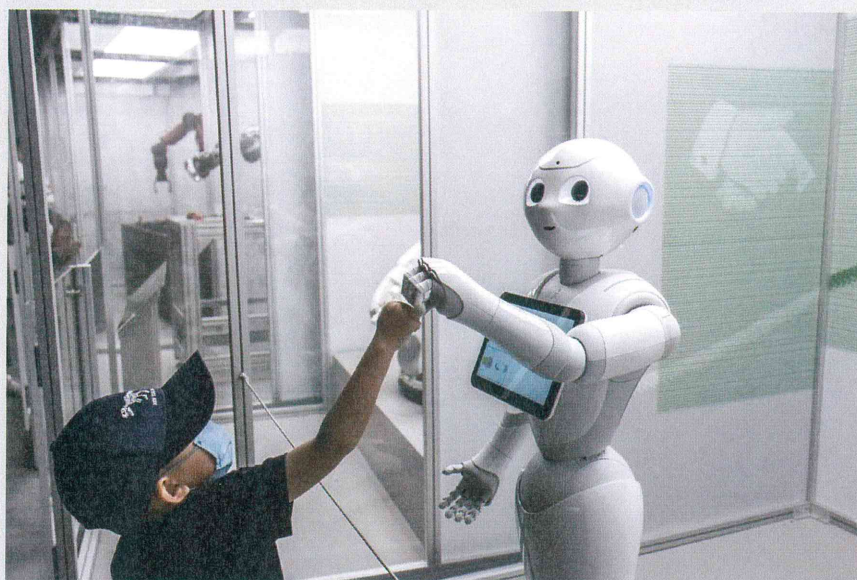
## Moving towards more renewable energy sources

In order to lower our indirect emissions (scope 2 of the GHG protocol) we are starting an important environmental program aiming at self-producing energy, throughout the installation of photovoltaic panels on the facility roof.

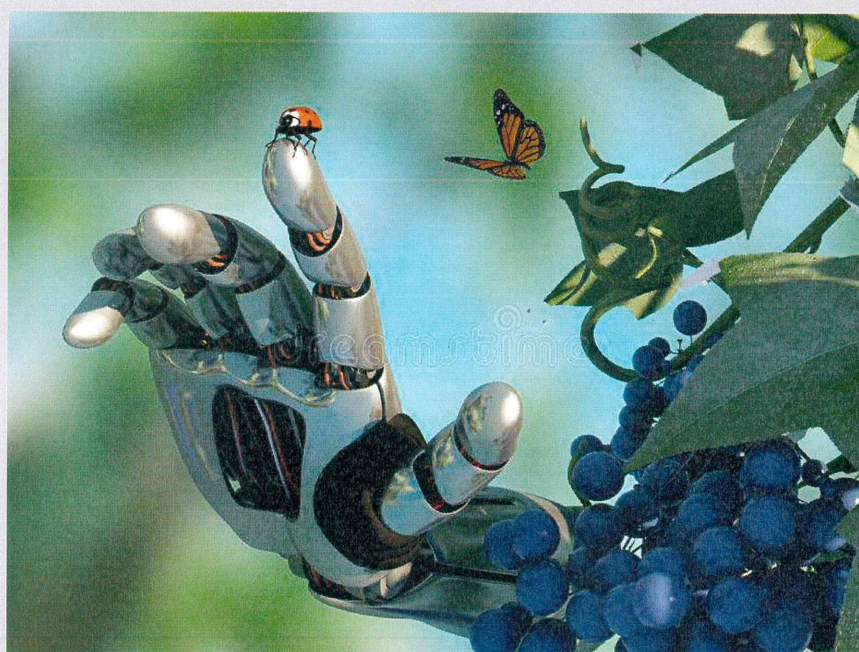


**STATUS:**  In progress. Expected completion date: March 2022





# Technology for a better future



For more information on EDA products and solutions, visit <https://www.eda-industries.net/en/>  
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