



2022 sustainability report

DOCUMENT IN SUMMARY



fitt[®]
2022
sustainability
report
summary

index

An evolutionary history	Page 06
The Responsible Flow 2030	Page 14
Governance Highlight	Page 20
Environmental Highlight	Page 22
Social Highlight	Page 26

letter to the stakeholders

Dear partners,

FITT's Sustainability Report, of which this document is an infographic summary, illustrates the impacts of our daily activities and the outcomes of social and environmental sustainability projects

2022 has been a year of great growth for our organisation as far as sustainability and corporate responsibility.

We have grown in terms of awareness that this is an issue that can only be tackled by a large and cohesive team; we have grown in terms of skills - which we have nurtured with training courses, convinced that there is no room for improvisation and that solutions must be sought by ensuring that we have the right methods and tools; we have grown in terms of planning, as we have written our sustainability strategy: The Responsible Flow 2030

Reducing our carbon footprint is, of course, at the heart of our strategy, both because our business community is made of almost a thousand people and because of the manufacturing nature of FITT. In the same way as at the heart of our ecodesign guidelines is our use of materials, with a focus on reducing the use of virgin raw materials and promoting the use of secondary raw materials, therefore also taking an active role in the development of new circular economy chains.

Examples of this are our new products: we have launched FITT Force, the garden hose with a 43% reduction in CO₂e emissions, FITT NTS Eco, with which we have reduced CO₂e emissions by 10% compared to our traditional garden hoses, and last but not least FITT Freel, the first hose reel with 30% recycled plastic.

And if I were to look for an image to describe this journey, I would look at Nature and its genius, which in its perfection is a source of inspiration and a master of ingenious solutions.

If I had to describe this adventure, I would ask you to think of a river: it requires the same unstoppable force that nature imparts to the water flow, the flexibility to draw beds that are never linear, and sometimes tortuous. Having made the necessary turn to get around an obstacle, it takes determination to find the way back to sea.

I am grateful to my employees, who day after day dismantle and rebuild dams with ingenuity and foresight, so that this river can continue to flow. We wish you all an enjoyable reading.

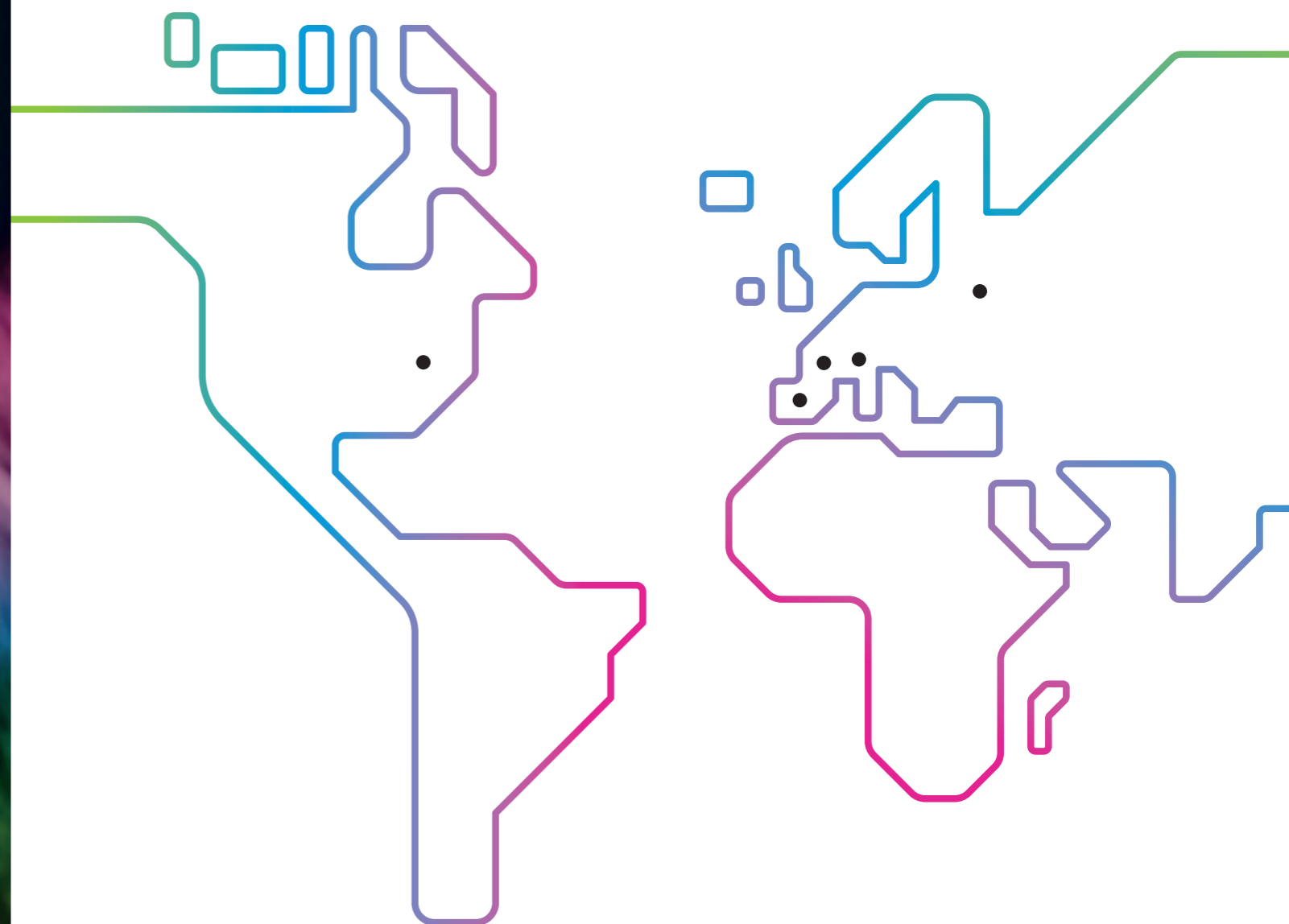
Alessandro Mezzalira



an evolutionary history

An international Group looking to the future, where innovation and sustainability will shape the way we live, produce and prosper on the Planet.

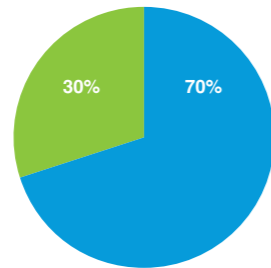
FITT, a leading international Group founded in Italy in 1969, and since 2021 a Benefit Company, is a pioneer in the production and development of highly innovative fluid transfer and management solutions for domestic, professional and industrial applications.



FITT is a community, a society that lives and works together, with shared goals and values. The FITT women and men are the strength and backbone of the Group. Their ingenious ideas are at the basis of our product quality and market position.

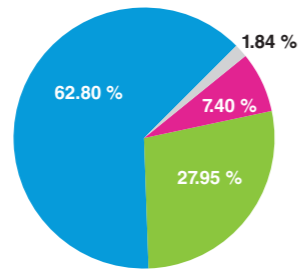
Employees

Men 681
Women 292
Total 973



Employees: employment categories

Executives 18
Middle managers 72
Office workers 272
Factory workers 611
Total 973



Employees: Countries of origin

Country	Men	Women	Total
Italy	351	177	528
France	111	46	157
Poland	27	40	67
Ghana	39	4	43
Senegal	29	0	29
Morocco	17	0	17
Spain	7	5	12
Bosnia	7	5	12
Albania	8	1	9
Bangladesh	9	0	9
Ivory Coast	8	0	8
Other countries	62	7	69

INSIGHT

FITT's numbers in 2022

People

973

Nationality

40+

Sites around the world

16

Countries where FITT is present

87

Millions of metres of pipes and hoses manufactured

314.8

Tonnes/year of rigid pipes and fittings

28,910

Turnover (million Euros)

305.5

Customers

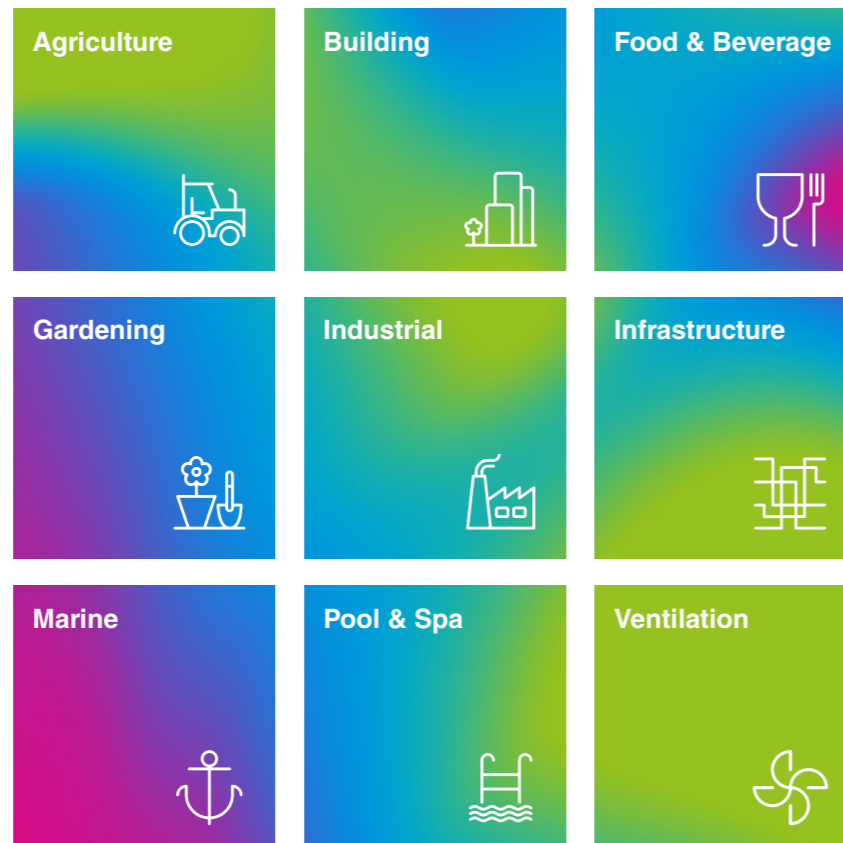
4,387

business solutions

The mission of the Group is to improve the business of its customers by providing pipes & hoses and complete fluid transfer systems at the forefront of technology, design and sustainability.

Offering good products and service has always been at the core of FITT's objectives. However, this is no longer enough to compete. Professionalism, competence and quality are in fact seen as simple prerequisites, no longer sufficient to be considered the best on the market. It is the intangible assets, such as experience, know-how, patents and brand, that create value and enable FITT to provide its customers with a world-leading brand in terms of ingenuity and style, sharing a passion for building a sustainable future together through innovative solutions.

FITT develops innovative and responsible solutions for transporting fluids, which are indispensable in everyday life. Its products are used in the following areas:



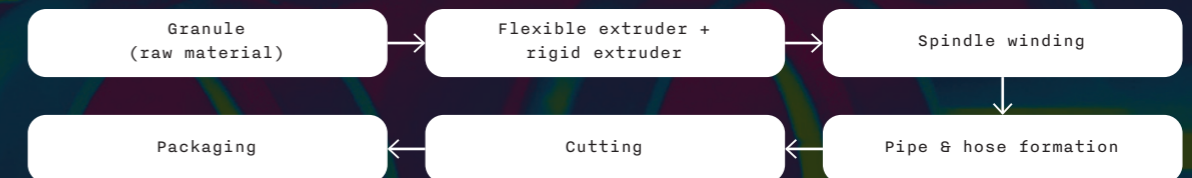
INSIGHT

FITT's production process

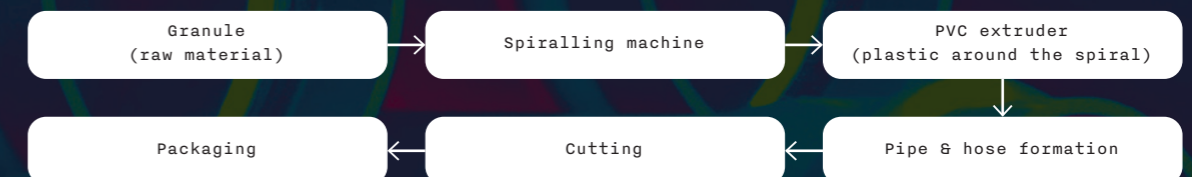
Knitted + Braided+ Weaved



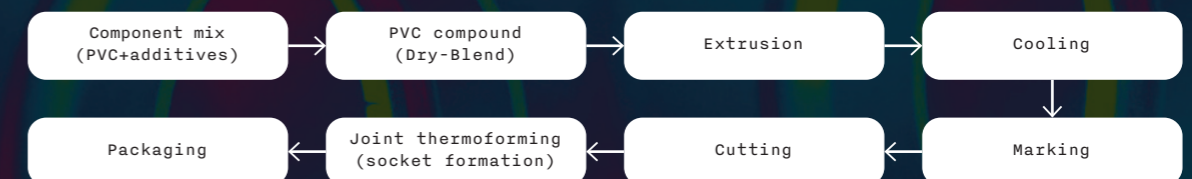
PVC spiralled



Steel spiralled



Rigid



In terms of manufacturing, the company takes advantage of two core technologies: material preparation ("compound process") and extrusion. The recycling plants in the three industrial hubs - Italy, France and Poland -, make sure that any waste

PVC from the manufacturing process, and to a certain extent from other manufacturing plants (mainly automotive), is duly recycled in real time.

The history of the FITT Group

FITT, a leading international Group founded in Italy in 1969, is a pioneer in the production and development of highly innovative fluid transfer solutions for domestic, professional and industrial applications.

1969

The passion, innovative vision and creativity of Rinaldo Mezzalira spurred the start of this entrepreneurial adventure.

1975

In a few years, FITT gains a leadership position in Italy and consolidates its presence on the European market.

1993

FITT patents the revolutionary NTS (No Torsion System), which establishes its technological leadership in Europe and lays the foundations for entry into the US market.

2000

Decisive technological and commercial partnerships bring to an expansion of the commercial interests, taking the FITT range to America and Japan.

2019

FITT celebrates its 50th anniversary by including Sustainability among the pillars of its 2023 Vision and consolidating its presence in markets such as the United States and China.

2017

FITT implements an advanced digital ecosystem that allows direct access to the end user of the products.

2015

FITT looks to the future through its 2023 Vision. The pillars are the digital revolution, innovation and the centrality of the end user.

2007

The business enters its second generation: Alessandro Mezzalira takes control of the company.

2020

FITT starts measuring its sustainability baseline and the life cycle of its products through the Life Cycle Assessment (LCA)



2021

FITT becomes a Benefit Company and issues its first voluntary sustainability report.

2022

FITT releases "The Responsible Flow 2030", its sustainability strategy to 2030.

2023

FITT sets its vision and begins the writing of its 2030 Vision.

the responsible flow 2030

The scope of FITT's commitment towards sustainability is progressively growing: the Group's strategy intervenes at every level of the company to create an impact throughout the value chain.

The Responsible Flow 2030 is FITT's sustainability strategy, introduced in the last edition of the Sustainability Report and drafted to completion and decoded during the year 2022 thanks to the work of the corporate Think Tank.

The strategy leans on three drivers (transparency, innovation and interdependence) and has defined qualitative-quantitative targets on the basis of the three ESG dimensions, with the aim of optimising the industrial models and create economic, social and environmental value.

Transparency	Know its own impacts by investigating the entire value chain and communicating with the outside in a transparent manner.
Innovation	Invest in the continuous innovation of processes and products, and the culture of the FITT People, aware of the contribution it can bring to people and the planet, constantly evolving in its responsible way of doing business. The FITT People champion sustainable change inside and outside the organisation.
Interdependence	Maximise the positive impact on the community and the environment at the same time, and promote the responsible development of the sector, through partnerships with all the internal and external stakeholders.



“the task that we are called upon to fulfill: contribute to making this world a better place, for us and for future generations.”

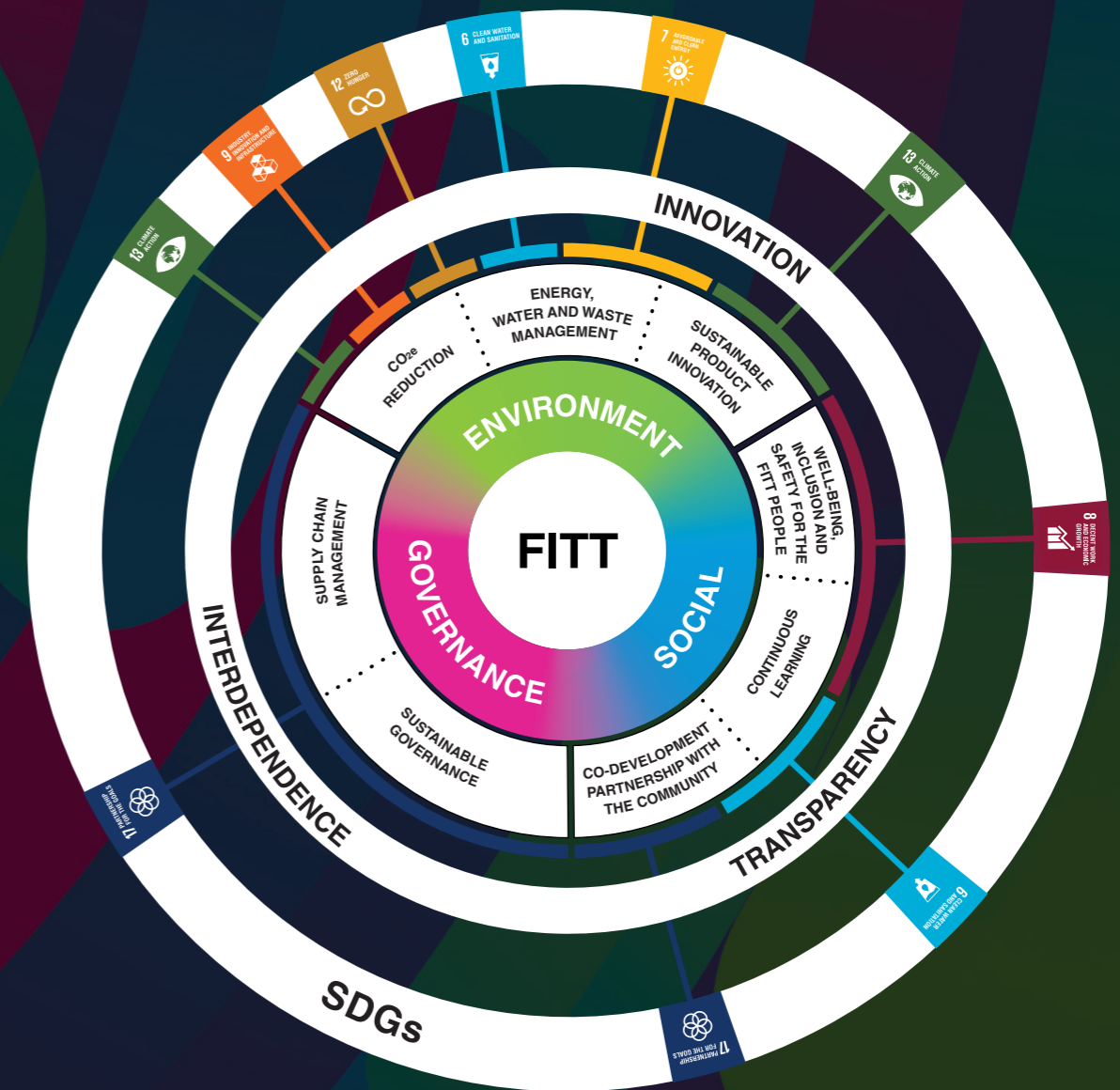
—alessandro mezzalana, ceo of fitt

Fitt's 2030 goals

PILLAR	TOPIC	OBJECTIVE
Environment	CO ₂ e reduction	/ 10% self-generated energy by 2025. / -10% energy intensity by 2030, calculated on the basis of the kWh to metres produced ratio
	Energy, water and waste management	/ 85% reuse of water at the production sites by 2025. / No waste from the production plants to landfills by 2025.
Sustainable Product Innovation		/ 8% turnover from innovative and sustainable products that emit -10% CO ₂ e than their traditional versions by 2025, LCA/EPD certified. / Mapping of 50% of products using the LCA by 2025, and 80% by 2030. / Progressive recycled material use increase and investments for the study of post-consumer recycling chains.
Social	Create well-being, inclusion and safety for the FITT People	/ 80% response to the company climate survey with 75% positive evaluations in 2025. / Reduce workplace accidents by 50% by 2025 (FITT S.p.A.). / Issue of a "diversity & inclusion policy".
	Continuous training	/ Activation of more than 90% performance dialogues. / Ongoing sustainability training.
	Shared development partnerships with the community	/ Creating structural partnerships with local and international stakeholders to protect biodiversity and support initiatives in the areas of health, youth, women and people with disabilities. / Involvement of the FITT People in partnership activities.
Governance	Sustainable governance	/ Refinement and consolidation of sustainability governance at business division level (Business Think Tank). / Recourse to ESG finance.
Supply Chain Management		/ Supply chain policy definition. / Inclusion of all new suppliers in the sustainability assessment process.

INSIGHT

The Sustainability Strategy of the FITT Group



The three sustainability drivers Innovation, Transparency and Interdependence are, at the same time, the DNA of FITT, meaning the distinctive characteristics that

define the company and make it unique, and the way FITT implements its sustainability strategy.

materiality analysis

FITT believes in the integrated approach based on corporate social responsibility and sustainability and considers all the legitimate and often diverging expectations of the various stakeholder categories. The definition of effective objectives and strategies also starts with the sharing of ideas and co-planning.

FITT has implemented Stakeholder Engagement actions aimed at allowing its stakeholders of interest to support the company in the definition of priority material issues for which to identify improvement objectives, share scenarios and evaluate outcomes.

FITT's main stakeholders:

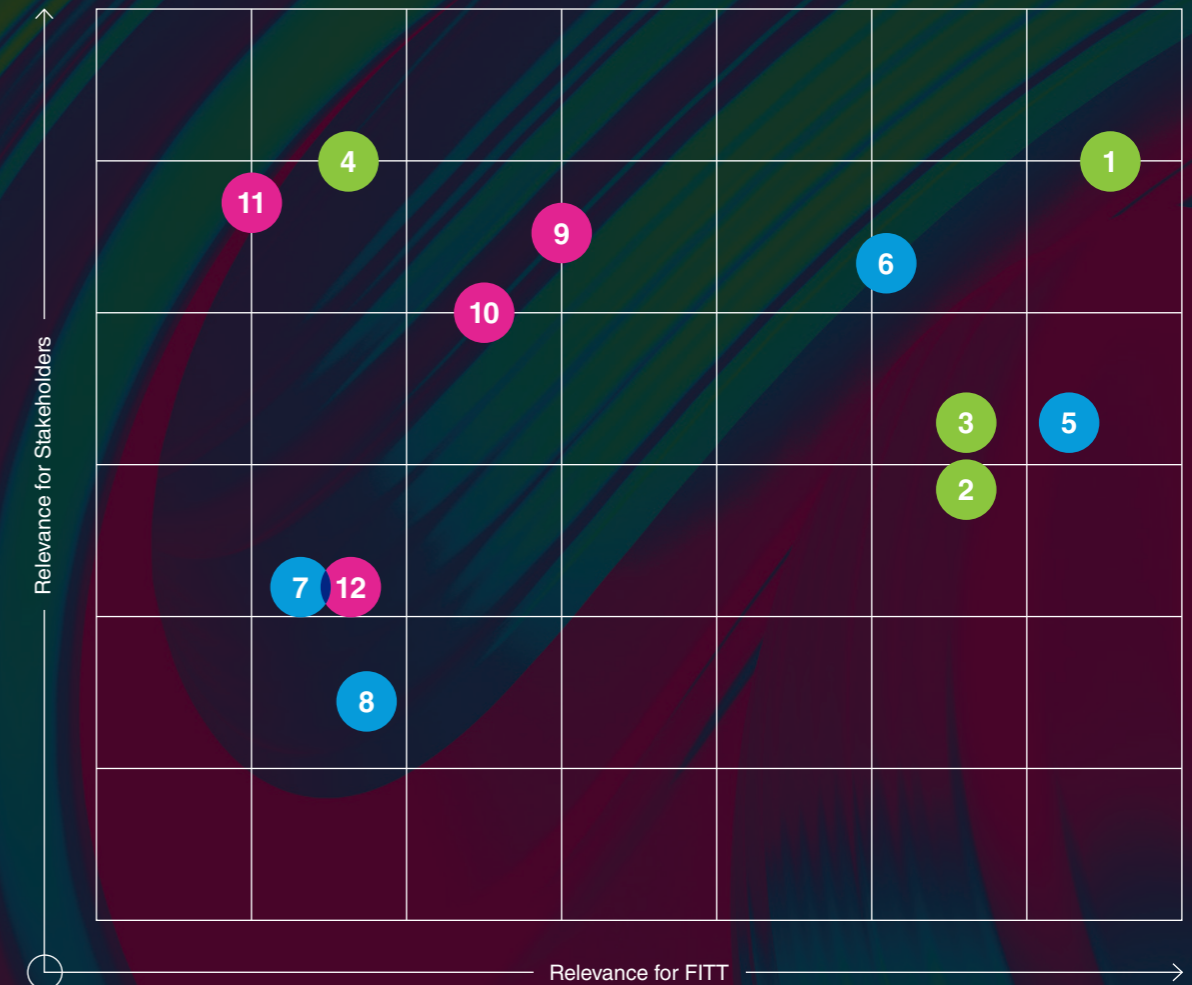
- Employees and external collaborators
- International customers
- Suppliers of products and services
- Public institutions
- Local community
- Trade unions



in 2022, the materiality matrix, the last version of which dated back to 2020, was updated through questionnaires, the organisation of focus groups and one-on-one interviews with internal and external stakeholders.

INSIGHT

Materiality Matrix 2022



Legend: the 2022 matrix shows the 12 topics deemed of importance by FITT and its stakeholders, positioned on the corresponding relevant axes (see pages 38-39 for details).

Environmental

- 01_Resource circularity and process
- 02_Carbon reduction
- 03_Product sustainable innovation
- 04_Customer health and safety

Social

- 05_Employee professional growth
- 06_Employee well-being
- 07_Diversity, Equity and Inclusion
- 08_Projects with local communities

Governance

- 09_Business ethics
- 10_Sustainability governance
- 11_Risk management & shared value
- 12_Sustainable supply chain

governance highlight

Managing change, aligning goals and expectations for a sustainable future: an energy flow that never stops, with constantly evolving forms of governance to keep it going.

Sustainability Corporate Think Tank

FITT's Sustainability Think Tank, active since 2022, drives the sustainability goals of "The Responsible Flow 2030" strategy. It generates innovative projects and sustainable performance, and promotes corporate sustainability.

Functions involved
Management Team, HSE, Brand&Communication, Sustainability, Community Management

KPI
- 20 corporate Think Tank 2022
- 9 people involved
- 540 total dedicated hours

Business Think Tank

FITT's 3 business Think Tanks (Garden - Industrial - Building) link strategy and market, driving sustainability and business change.

Functions involved
I&T, Operation, Marketing & Communication, Sales, Procurement

KPI
- 5/12 meetings per year on average for each Think Tank
- 10 people involved on average per meeting
- 3 hours on average per month

EcoVadis



FITT was awarded the Gold EcoVadis Medal, placing it among the best companies rated by the international rating agency. This result was possible thanks to the consistent work the company is doing to structure its sustainability commitment.

Cerved



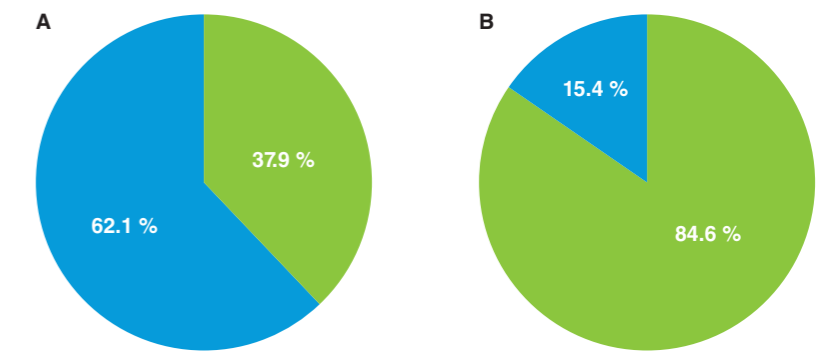
In 2022, FITT SpA. was specifically ESG rated by Cerved and received an ESG score of **73 out of 100**, considered a **"high" performance rating**.

environmental highlight

The FITT Group defines industrial models by directly designing its own equipment with the objective of creating low-impact workflows capable of feeding recycling and reuse processes.

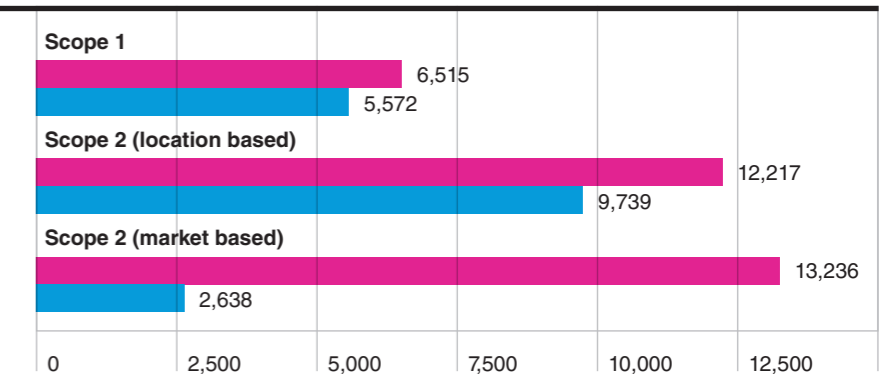
Comparison of general consumption of energy from the national grid and energy from renewable sources (chart A for the year 2021 and chart B for the year 2022).

Energy from non-renewable sources ■
Energy from renewable sources ■



Comparison of direct and indirect emissions related to energy consumption (tCO₂eq) in the years 2021 and 2022.

2021 ■
2022 ■



Energy intensity

Detail	2021	2022
Energy intensity per metre produced (GJ/m)	0.000742	0.000737
Energy intensity per turnover (GJ/€)	0.000932	0.000760
Electricity intensity per m produced (kWh/m)	0.144	0.149

The energy intensity per turnover was calculated using the turnover of the FITT Group.

The electricity intensity per metre produced is calculated taking into account the metres produced by the extrusion production activity, which represents approximately 85% of the total production activity of the three companies included in the scope.

Managing water resources

In 2022 FITT carried out a uniformity study in order to understand the current state of the art and the path to reducing the use of water from the water network, as well as the potential for uniformly extending water recycling to the different plants. With the solutions implemented so far, a total of **50% overall water reuse was achieved in the Italian plants by 2022.**

eco-design and performance measurement

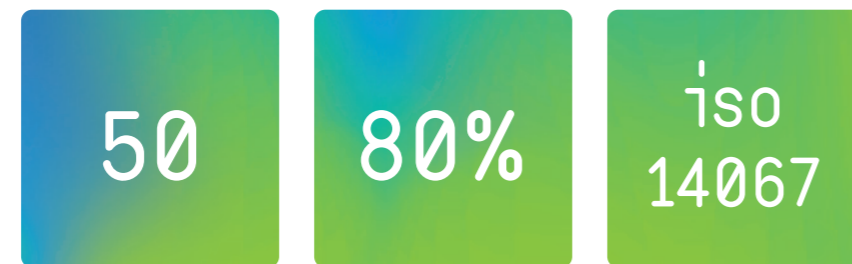
For FITT, the adoption of a system for measuring the impact of a single product over its entire life cycle, including end-of-life, is the resulting tool to qualitatively and quantitatively objectify the performance achieved in the field of ecodesign and create a baseline for responsible and transparent continuous improvement, right from the product design stage.

The method used for this analysis is the Life Cycle Assessment (LCA), regulated by international reference standards such as UNI EN ISO 14040 and UNI EN ISO 14044.

The amount of CO₂e produced by the product over its entire life cycle is the main driver chosen by FITT when assessing the environmental impact of its solutions.

FITT Force, the compact and light garden hose, FITT NTS, the traditional PVC hose, FITT Ikon, the light and extendable garden hose, have already been subjected to LCA; moreover, FITT Bluforce is the first PVC-A product platform in Europe to be awarded the EPD® label, the Environmental Product Declaration that provides certified product life cycle data according to the ISO 14025 and EN 15804: 2012+A2:2019 international standards. Other EPD certifications have been obtained for three FITT brand products in the construction industry: FITT Sewer, FITT Batipro and FITT Interpact M1.

In 2022, the approach to LCA product certification was reassessed in collaboration with the University of Padua, moving from ISO 14040 and ISO 14044 to ISO 14067, which thanks to its systematic approach, allows the creation of a standard calculation model that makes it possible to certify an increasing number of products, making the studies more efficient both technically and in terms of timescales.



50
Million Euro turnover for products subjected to LCA

80%
Expected share of FITT products with LCA by 2030

ISO 14067
Carbon footprint Systematic Approach

INSIGHT

Ecodesign Guidelines

1_performance



A1_Safety for the consumer

FITT is committed to complying with market standards on chemical (REACH) and product safety, and is therefore committed to eliminating SVHC substances from its products.

A2_Duration of products

FITT is committed to guaranteeing product durability throughout the expected life for the application and to improving performance, so that it can be extended as long as possible.

A3_Repairability

FITT is committed to ensuring that all its products can be repaired by the user.

2_reduction



B1_Raw material reduction

FITT is committed to choosing the best materials, in order to reduce their use as much as possible, and therefore also their environmental impact.

B2_Packaging reduction

FITT considers packaging a useful tool to guarantee transport and non-deterioration of the product, and is committed to limiting its use to the minimum necessary.

B3_Space reduction

FITT is committed to identifying solutions to minimise the bulk of its products during transport.

3_circularity



C1_Use of recycled materials

In compliance with the above, FITT is committed to encouraging the use of second life materials, both post and pre consumer.

C2_Use of recyclable materials

FITT undertakes to give preference to materials for which a consolidated recycling chain already exists, particularly PE or PP-based materials, and to create or encourage the creation of new chains.

C3_Facilitate recyclability

FITT is committed to ensuring the use of easily separable single component design solutions, to simplify future recycling.

social highlight



It is the shared energy that gives FITT the drive to innovate, grow and improve together: an energy that is fuelled by creating a style of training, participation and well-being that is typical of the “FITT People”.

FITT has an important competitive advantage: successful teamwork, based on active participation, the ability to respond to the needs of stakeholders and a strong sense of responsibility. For this reason, the safeguard and the growth of the individual are the cornerstones of the Organisation.



The Group is part of an ecosystem of relationships with various parties, both similar and different from FITT: the goal is to create long-term valuable and stable relationships.

The relationship between FITT and the community in which it operates is central to the vision of the company. FITT considers the three community levels that may be affected by its actions: the business community, the local community and the global community. While the initiatives described in the full version of the report are dedicated to the corporate community, and the global community is recognised as a partner in the great challenges of our time, particularly decarbonisation, special attention is paid to the local community and therefore to the areas in which the company operates.

Il PomoDoro Onlus



FITT is linked to PomoDoro Onlus by a ten-year partnership based on the mutual exchange of goods and services. PomoDoro Onlus is a non-profit social farm organised on the basis of the social agriculture principles. It was established with the aim of helping young people with physical and mental disabilities and allow them as much as possible to enjoy an active and independent life, through inclusion in the job market.

Fondazione Città della Speranza



FITT supports the Città della Speranza (City of Hope) Foundation, an organisation that conducts research into rare diseases and paediatric oncohaematology, to improve the physical and psychological well-being of sick children and support their families. FITT buys the products sold by the Foundation and actively supports its charitable initiatives and numerous self-funding events.

Women for Freedom



FITT supports the humanitarian organisation Women for Freedom (WFF), whose mission is to help women and children who are denied their basic rights to achieve freedom. Together, they work to build a better world through projects that prevent human trafficking, combat domestic violence, support education, and provide training and microcredit to women and children.

Marcesina: for environmental and social change



Thanks to FITT's contribution, in 2022 the first planting and restoration of 6.5 hectares of forest took place, with the planting of 9,000 trees and the restoration of grazing pastures on the same plain.

In 2018, the Marcesina plain in the Vicentine Pre-Alps was hit by the biggest hurricane ever to hit Italy, hurricane Vaia. The damage caused by the force of the wind, which reached speeds of 200 kilometres per hour, was immense: 42 million trees were felled, representing 300,000 cubic metres of wood. There are historical reasons for FITT's attachment to this area but even more so there was the desire to take part in a multi-stakeholder cooperation experiment to rehabilitate an area so affected by climate change.

This is why, in 2022 FITT decided to take the lead in a study on the recovery of the Marcesina plain, a study financed by the company itself and which resulted in a project master plan. A year of intense activities during which, as CEO Alessandro Mezzalira points out, FITT's innovative spirit joined forces with the application of a methodology for the holistic reprogramming of an area, with the aim of completing a multidimensional project spanning across three axes: environment, social and economy.



“this first intervention is part of a master plan that we wanted very much in order to recreate a unique environment where man can once again meet nature in an authentic and regenerating way.”

—alessandro mezzalira, ceo of fitt

FITT Group
Sustainability Report
Document in summary
2022

FITT S.p.A.
Single-shareholder Company
Via Piave 8
36066 Sandrigo (VI)
Italy

For more information:
FITT.com

All rights reserved
Contents © Collectibus.it
Design © Univisual.com

Printed in Italy
on FSC®certified paper



Scan the QR Code to view
the full version of the
2022 Sustainability Report



Scan the QR code to go to
FITT Echoes, a collection of our
initiatives around the principles
of innovation, transparency and
interdependence

FITT, a leading global Group founded in Italy in 1969 - now a Benefit Company - is a pioneer in the manufacture and development of fluid transfer solutions for domestic, professional and industrial applications.



FITT.com