



**OMERA**  
since 1951

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# SUSTAINABILITY REPORT

2021

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## Introduction

“In Italy, the time had come for reconstruction, allowing a great deal of space for creativity and the ‘to do’ culture. In 1951, five young people united by an idea, decided to share a professional adventure by founding a new Company, OMERÀ, an acronym that stood for “Officina Meccanica E Riparazione Autocarri”. And it was precisely the repairing and returning to the market of war-surplus vehicles from the World War that became their first business activity, followed immediately by machine tool manufacturing for the sheet metal industry, which is presently still continuing in the name of innovation and development”.

## Contributions and work group

Omera has adopted its first Sustainability Report as its main communication tool. The report embodies the work and interaction of many individuals both within and outside the Company.

Specifically, it would have been impossible to collect and organise consistently the numerous data contained in the Report without the active involvement of the Quality, Finance, HR, Production and Safety at Work functions.

Thanks to the collaboration of all players, Omera is able to present its first Non-Financial Statement (NFS) , a new and effective document able to portray to our Stakeholders and the community, the vision of Omera’s Economic, Social and Environmental Sustainability.

## Methodological note

Omera followed the standards indicated by GRI (Foundation 2021) Sustainability Reporting Standards defined by the Global Reporting Initiative, to draw up the first Non-Financial Statement for 2021.

Omera follows the methodology for clearly and unmistakably reporting to its Stakeholders on the commitment, priorities and values that support the Company activities in defining its vision of the economic, social and environmental sustainability.

The information and data contained in the document are updated to the 2021 tax year.

The GRI Standards Sustainability Reporting guidelines require the Report to contain information relating to aspects that are considered material, i.e. that reflect significant impacts for the organisation from an economic, environmental and social point of view and which substantially influence Stakeholder assessments and decisions.

The first Omera Report was drawn up according to the “referenced to” option as defined by the new GRI Standards.

The process of collecting data and information for the purpose of drafting the Report was managed by the Company’s General Management in collaboration with the various corporate functions, with the aim of allowing a clear and precise indication of the information considered pertinent and significant for Stakeholders according to the principles of balance, comparability, accuracy, timeliness, clarity and reliability.









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*Massimo Carboniero, Ceo Omera*

## Letter to the Stakeholders

The critical issues we are experiencing, from the pandemic to the Ukraine conflict, with the well known consequences on the energy plan as well, are teaching us how important it is for a Company to guarantee greater resilience to systemic shocks, in this way reducing its vulnerability.

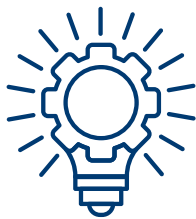
In recent years, OMERÀ has committed not only to increasing its sustainability along consolidated paths, but also to securing and deploying the necessary skills to interpret and react to the constantly evolving scenarios.

Example of this are the pillars of our growth, i.e. completely automated lines, specialised partners and standardised elements, which have determined, among other aspects, an improvement in the efficiency of the organisation and production processes, constant investments in innovation and development and the enhancing of our human resources.

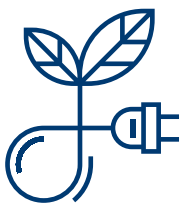


We have long defined the priority assets related to our commitment towards sustainability and the social role of our enterprise, providing ourselves with guidelines according to precise and achievable objectives, in the short and long term, both in the environmental and energy efficiency fields, and by creating attractive contexts for those working and studying, and on the quality of the work and training.

For OMERA therefore, sustainability means relaunching a new business model able to create value for all today's Stakeholders and future generations alike, promoting a conscious and resilient industrialisation.



We underwent important changes, modified the use of resources, enhanced the generation of ideas, stimulated innovation, with a governance that integrates environmental, social and economic sustainability in management processes and that privileges the territory, the green mission, the team, customer satisfaction and innovation.



We had to face numerous challenges, starting from the generation of clean energy with a 600,000 kW photovoltaic system that ensures Company self-sufficiency in energy consumption, greatly reducing the environmental impact.

The machine tools we manufacture bear the UCIMU mark in accordance with the principles related to energy saving and environmental, social and economic sustainability. These machines also afford greener technological solutions and, given the growing incidence of energy prices, with increased efficiency and reduced production costs for the users.



Furthermore, OMERA has promoted many actions related to the responsible management of its human resources, its veritable Capital. Substantial investments were made to ensure a pleasant working environment with the office building renovations carried out in a perspective that is modern, automated and ensures the total safety and health of the working environment, equipping it with cutting-edge systems and technologies to communicate via web in real time with the whole world.



Particular attention has always been paid to the well-being of employees, with increasingly modern and ergonomic workstations and with special agreements with the healthcare structures benefiting them: last but not least, the installation of a defibrillator inside the factory with specifically trained personnel.



Training and continuous updating of employees is also an important pillar for OMER, since it focuses on the person, homing on competence and professional growth also through collaborations with industrial technical institutes and Universities.



The Company is furthermore constantly engaged in the prevention of accidents at work, demonstrated, among other things, by having attained the Safe Work certificate issued by Confindustria Veneto and INAIL, a certification that gets renewed annually.

If OMER is now an important player in the machine tool sector at an international level, a technological hub capable of facing and overcoming new challenges, it is also because of its significant financial capitalisation that guarantees investments, employees, customers, suppliers and banking institutions.

In short, sustainability for our Company also means more value added for our customers, in the name of quality, service and sustained technological innovation.

We are fully aware that the road ahead is still long and not without obstacles, but we are equally convinced that the OMER System, in which our Stakeholders recognise themselves, will be able to commit itself to designing, not just nor only its present, but the future of those who will follow us as well.

The contribution of all partners, from our collaborators through to the customers, from local bodies and associations to credit and training institutions and, in more general terms, to all Stakeholders, is fundamental for the sustainable development of the Company and, to them, goes our heartfelt thanks.

*Massimo Carboniero*  
Ceo

## Our history

OMERA (Officina Meccanica E Riparazione Autocarri) began its activity in 1951 with the overhauling of machine tools and with tippers being mounted on trucks.

From the start, Omera has operated in the field of sheet metal processing as well, manufacturing machines for cutting and punching: shears and punching machines for sheet metal and profiles. In the Sixties, to diversify its business, OMERA designed and manufactured the trimming machine: a machine intended for finishing deep-drawn sheet metal parts.

Between 1965 and 1970, the range of sheet metal processing machines was completed, implementing mechanical presses for pressing and blanking and deep-drawing hydraulic presses that are manufactured in the Chiuppano plant.

In order to more completely satisfy customers' technical and production requirements, in line with the market's evolution, OMERA developed a whole series of patented devices for loading, unloading and transferring parts, which allow individual machines to be automated and automatic production lines for sheet metal to the finished piece to be created.

On November 18, 2009, OMERA acquired the business branch of Presse Ross SpA, a company based in Rosà that had been manufacturing eccentric mechanical C-frame and H-frame presses since 1979.



**1951****The founding of OMERA**

In Italy, the time had come for reconstruction, allowing a great deal of space for creativity and the 'to do' culture. In that year five young persons united by an idea decided to share a professional adventure by founding a new Company, OMERA, an acronym that stood for "Officina Meccanica E Riparazione Autocarri". And it was precisely the repairing and returning to the market of war-surplus vehicles from the World War that became their first business activity.

**1952****Manufacturing of shears and punching machines begins**

Over the years and with serial production, OMERA becomes an Italian market leader in the production of shears.

**1963****The first edge-banding trimming machines were manufactured**

In 1963 OMERA inaugurated the first site entirely dedicated to the production of edge-banding trimming machines. This marks the beginning of an important batch production plant aimed at responding to international market demands.

**1970****Mechanical and hydraulic presses**

The Seventies are fundamental years for the development of OMERA: in 1970 OMERA began the designing of mechanical presses in 1977 the first OMERA hydraulic press was installed

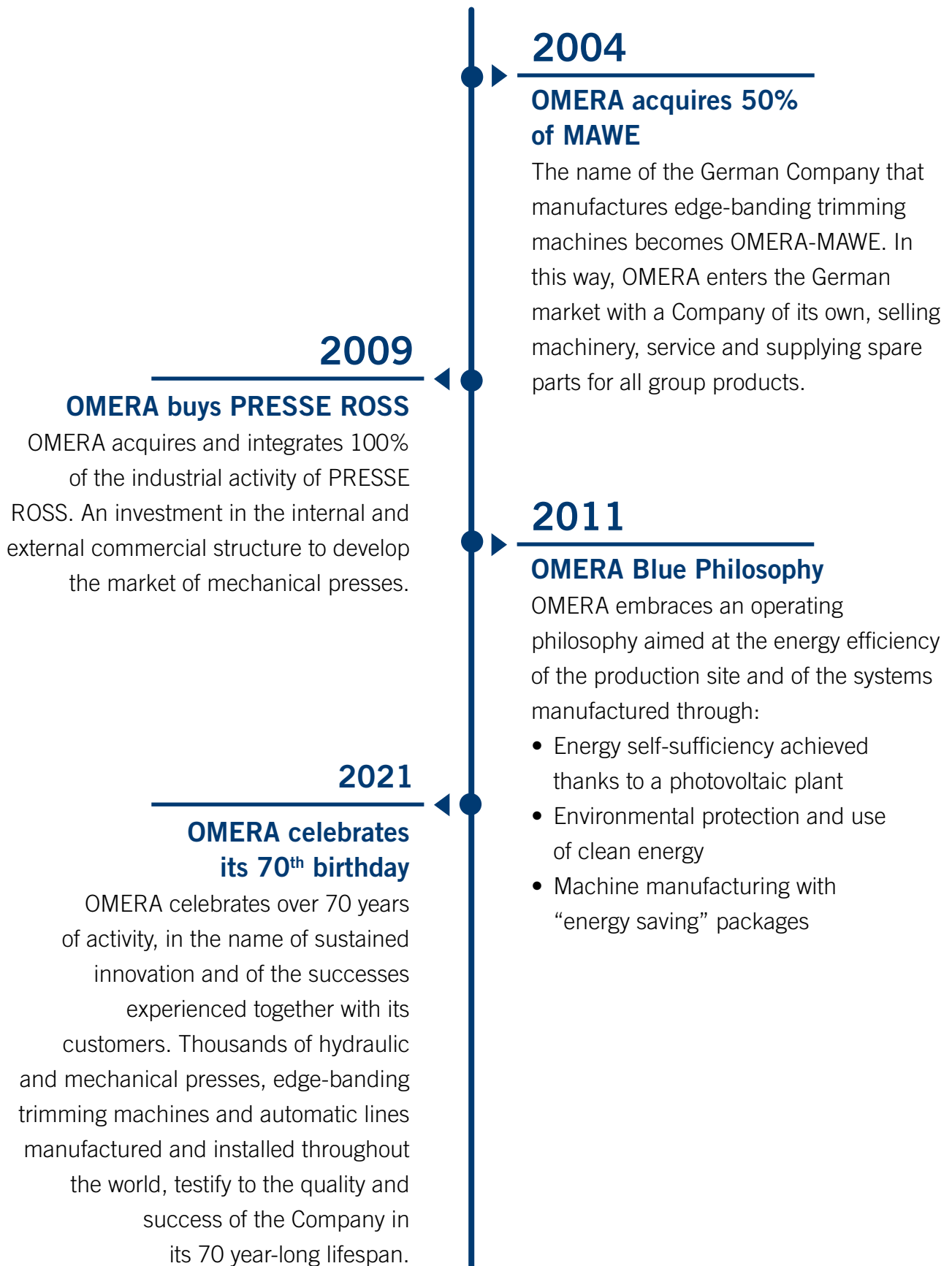
**1986****The first automatic production lines**

In order to integrate the press moulding process with trimming and edging operations, OMERA begins installation of automatic production lines with the use of conveyor belts, automations and dies.

**1993****TIMAC and OMERA become partners**

OMERA becomes the majority shareholder of TIMAC in order to integrate into its portfolio complementary products such as circular shears, special machine tools and automations.





# Materiality analysis

## Process for determining Material Topics

GRI 3.1 GRI 3.2 GRI 3.3

The methodology required to draw up the Non-Financial Statement as required by the GRI Standards must be focused on the Materiality principle. Materiality is the process that allows the Company to define, evaluate and index according to priority criteria, the strategic sustainability topics that allow it to create value in the short, medium and long term.

The Materiality analysis allows identification of the economic, environmental and social aspects significantly impacting the organisation and able to substantially influence the assessments and decisions of the Stakeholders. To correctly define Materiality, Omera has chosen to actively involve its Stakeholders, collecting their point of view through the Stakeholders engagement process. The result of this process is graphically described by the material topics outlined below.

These represent the “navigation course” that guides, inspires and traces the path of the decision-making processes and medium-long term strategies for economic social and environmental sustainability.



## Material Topics and SDGs

Fundamental in the identification and development of the Material Topics was the study conducted by UCIMU in collaboration with ALTIS – Alta Scuola Impresa e Società dell'Università Cattolica (High School for Enterprises and Companies of Milan's Catholic University).

During the definition process, the following material topics were identified, divided into main categories, ranging from innovation to governance, including environmental and social aspects.



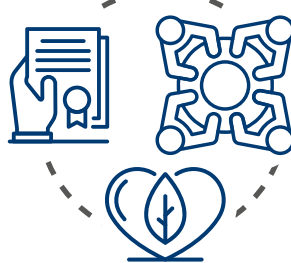
### Innovation Topics

Product Innovation and Eco Design  
(Life Cycle Assessment)

Efficiency and Safety in using  
the Products

Digitalisation, Automation  
and Industry 4.0

Data Protection and Cyber Security



### Governance Topics

Ethics, Integrity and Compliance

Partnership



### Environmental Topics

Energy Consumption and  
Low Impact Infrastructures

Material Efficiency

Waste Management



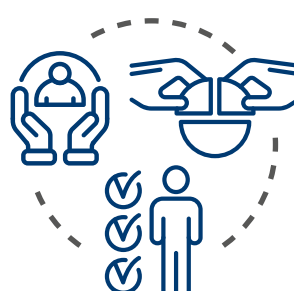
### Social Topics Employees

Health and Safety at Work

Employee training

Diversity, Equal Opportunities and  
Non-Discrimination

Human Resources Well-being






### Social Topics Suppliers and Communities

Creation and distribution  
of Economic Value

Relationship with educational  
institutions

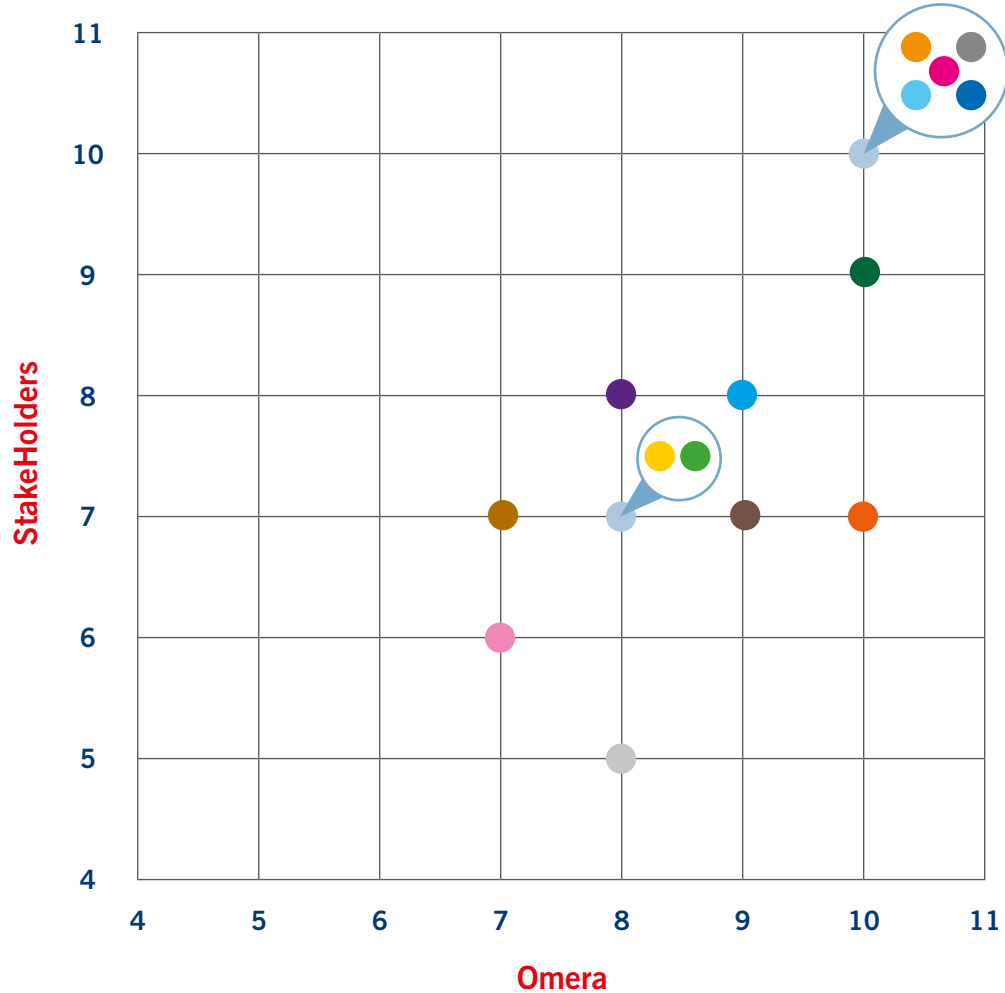
## The materiality matrix

On the basis of the Material Topics identified, Omera has defined its Materiality Matrix below, plotting the relevance for each material topic identified for our Stakeholders and for the Company on a Cartesian table. The relevance of the Topics for the Stakeholder is plotted on the ordinate axis, and for the same Topics, the relevance for Omera is plotted on the abscissa axis.

The Materiality matrix – Importance (1-10)			
	Material Topics	Omera	StakeHolders
<b>Innovation Topics</b>   	Product innovation and eco design (life cycle assessment)	9	8
	Efficiency and safety in using the products	10	10
	Digitalisation, automation and industry 4.0	10	10
	Data protection and cyber security	8	7
<b>Governance Topics</b>  	Ethics, integrity and compliance	10	9
	Partnership	10	10
<b>Environmental Topics</b>    	Energy consumption and low impact infrastructures	8	7
	Material efficiency	7	7
	Waste management	7	6
<b>Social Topics – Employees</b>      	Health and safety at work	10	10
	Employee training	8	8
	Diversity, equal opportunities and non-discrimination	10	7
	Human resources well-being	9	7
<b>Social Topics – Suppliers and Communities</b>   	Creation and distribution of economic value	8	5
	Relationship with educational institutions	10	10



## The materiality matrix



● Product innovation and eco design (life cycle assessment)

● Efficiency and safety in using the products

● Digitalisation, automation and industry 4.0

● Data protection and cyber security

● Ethics, integrity and compliance

● Partnership

● Energy consumption and low impact infrastructures

● Material efficiency

● Waste management

● Health and safety at work

● Employee training

● Diversity, equal opportunities and non-discrimination

● Human resources well-being

● Creation and distribution of economic value

● Relationship with educational institutions

## Material Topics as seen by Omera and by our Stakeholders

### GRI 2.29 GRI 2.30

Subjects such as design and product innovation, digitalisation, automation and Industry 4.0, as well as safety in the use of products, immediately appear to be of primary importance.

Omera is committed to creating innovative machines and plants capable of generating value added from the transformation of materials as well as data and information under the digital technologies aspect.

For UCIMU, the sector association, considered by Omera to be one of the most important, the topics concerning innovation, Industry 4.0, Digitalisation and security are indispensable characteristics of the sector. The strong exposure of the sector on world markets, the characteristics of flexibility and the adaptability of Italian entrepreneurs are characteristics that make these Material Topics even more relevant.

Interviewed on the theme of innovation, Digitalisation and Industry 4.0, Omera's employee representatives stated that these issues are of primary importance especially considering that Omera is characterised as a technological partner that creates unique products or considerable customisations for the particular requirements of its customers, as well as risk factors, that must be reduced to zero, implied by the use of Omera products. Great attention is paid to the theme of digitalisation and Industry 4.0 by Omera's

suppliers, as they are an integral part of the production chain, as well as to the design which must take into account the entire life cycle of the product itself, from its creation through to its disposal.

Integrity and ethics are also foremost in Omera's priorities, those of its employees and suppliers, all operating ethically, abiding with the laws in force, protecting the principles of free competition together with the Partnership culture, expressed in particular through the UCIMU sector association.

Omera, its employees and its suppliers alike, pay the utmost attention to health and safety in the work place: testifying to this aspect is certainly the very low level of work accidents experienced.

Omera distinguishes itself for its commitment to environmental topics: it has developed a solar park able to cover most of the Company's energy needs, a theme fully supported by employees aware of their Company's commitment to the environment.

Besides which, Omera is always attentive to issues such as equal opportunities and non-discrimination, as well as to the well-being of its human resources, topics that are always fully shared with its suppliers.

UCIMU must be mentioned as a privileged partner of its associates, emphasising the integration of family and managerial governance.

OMERA pays particular attention to the Cybersecurity aspect, seen as a strategic element for business continuity: it has effectively developed an infrastructure able to pro-actively intervene in all contexts characterising data security. Being part of the production chain, even suppliers do not overlook the Cybersecurity issue, as well as data security and sharing, and communication with their customers.

This strategy's strong point is the network security: Firewalls, Anti viruses and the real-time, always active monitoring systems of the Company network. Information security is guaranteed; in fact, decision-making processes and flows are defined to ensure that Company data is suitably protected and made accessible according to defined authorising criteria. Concerning “disaster recovery”, strict procedures have been defined for the resetting of the Company Information System in order to guarantee Business Continuity.

A separate chapter must be considered with regard to relationships with educational institutions. In fact, one must highlight the importance that both UCIMU and Omera place on education, training



and relationships with educational institutions, offering students, every year, the opportunity to participate in the Company's work activities. It is essential, both for Omera and for UCIMU, that a culture of innovation and new technologies be created, able to meet the demands of new skills that the sector will express in the coming years.

Interviewed on the subject, representatives of educational institutions consider relations with Omera to be fundamental for providing their students with the opportunity to have work experience and to familiarise themselves with topics such as innovation and industry 4.0.

From the innovation viewpoint, Omera's partner institutions are very advanced, classrooms are all enabled at level 3.0, working in teams is the norm, students are used to working with desks organised in islands form, interacting with the teacher and using multimedia tools and tablets. Omera's educational institution partners place great importance on ethical topics such as constitution and citizenship, relations with society and the environment, topics addressed in a transversal way by all existing disciplines. Energy saving and environmental topics are addressed with special study courses, as are those of raw material management, the efficient use of resources, recycling and the circular economy.

The theme dealing with safety at work is addressed throughout the course of studies, in this way providing the student with all-encompassing training.

Finally, it must be noted that institutions always need to identify reference companies such as Omera with long-term consolidated relationships, able to accommodate students. From this point of view, Omera has always been ready to welcome students.

Very important are the thematic visits to the Company, in order to share with the students the in-house dynamics and their organisation. Institutes intend encouraging Company technicians to bring their testimony and direct





experience to the Institute, for example giving short lessons on specific Company activities, assigning tasks and motivating students with actual work instances.



## Organisation and reporting practices

GRI 2.1 GRI 2.2 GRI 2.3

### The organisation

Omera SRL is a privately owned Company with administrative and operational headquarters in Chiuppano (VI).

The Company principally operates in Italy, including its suppliers, which are mainly based locally.

OMERA carries out its industrial activity at the Chiuppano plant, at 8 Via Ponte dei Granatieri, in the municipality of Chiuppano (VI) on a plot of about 40,200 square metres

The plant has a covered area of about 14,500 square metres including buildings, shelters and canopies

### Reporting perimeter

Omera SRL.

### Reporting period

01/01/2021 – 31/12/2021

The Financial Reporting period and this Sustainability Reporting(NFS) are based on the 2021 tax year. The 2021 financial statement was published during week 21 (2022).



## Company strategies and policies

GRI 2.23, GRI 2.24, GRI 2.25

### Quality Policy

OMERA's Quality Policy is based on four objectives:

- ✓ constant attention paid to the customer
- ✓ improvement of the organisation
- ✓ sustained improvement of products, services, processes and technology
- ✓ constant attention to the theme of sustainability in its three forms: environmental, social and economic.

To achieve these goals, awareness has been raised with all personnel, providing all resources deemed necessary as well as suitable training.

We essentially continue to provide a personalised and advanced technological service based on the customer's specific needs, thus becoming the customer's real technological partner.

Of great importance is also the Company's economic balance which, nowadays more than ever, constitutes the strong point and reliability of OMERa and the starting point towards sustained investments.

All this is Quality for OMERa, a quality that for 70 years, has lasted and improved, working towards growing together with a view to continuous improvement.

### Management Review

The Quality Management System is reviewed annually both to ensure compliance with the standard and to verify its adequacy and effectiveness.

The timely analysis of data from all business sectors generates corrective actions that, applied to business processes, contribute to keeping the cycle of sustained improvement always active.



## Context analysis

OMERA highlighted the parts involved by the context and the related internal and external factors relevant to the Company's strategic aims, which influence the ability to attain the planned results, to highlight risks and opportunities and to determine management plans.

Aspects related to administrative and financial management, health and safety at work, environmental protection, the technological and competitive factor, the cultural and socio-economic factor, were taken into account.

The resulting picture is that of a solid Company, equipped with effective and efficient processes, attentive to the well-being and growth of its people and well integrated into the social context.





## Corrective actions

Corrective actions stem from activities of product control and testing, process control, Customer complaints, inspection and examination of non-conformities should an anomaly be detected.

Corrective actions are decided upon by the Quality System Manager in agreement with the Head of Function or Department in which the non-compliance is detected, and followed until a complete solution has been reached.

## Preventive actions

The need for preventive action is detected by the Quality System Manager when confronted by a series of similar non-conformities, in order to remedy which a positive modifying action of the applied practice needs to be taken.

Information sources, highlighting the opportunity for undertaking preventive actions, can be the following:

- ✓ Minutes relating to in-house inspections carried out by the Company auditor or by external bodies;
- ✓ Detection of non-conformities on purchased products, or detected during the stages of manufacturing, handling, storage, packaging and delivery (non-compliance reports following
- ✓ Customer complaints);
- ✓ Problems on the product reported by internal staff or directly by the Customer;
- ✓ Examination of Non-Quality costs;
- ✓ Comments and requests provided by employees and Customers;
- ✓ Monitoring of the production process;
- ✓ Documents for recording trials, checks and final tests;

All proposals for preventive actions are discussed and analysed with the General Manager. It is the duty of the Quality System Manager to introduce them in the preventive actions plan, monitoring them and reporting them to Management.



## Actions for continuous improvement

Actions for continuous improvement are indispensable for managing the quality policy and to improve Company business processes. The need for an improving action gets detected by the General Manager, the Quality System Manager or other function managers when the need for a process improvement is identified. The improvement action, before implementation, must be discussed and approved by the General Manager.- It is the duty of the Quality System Manager to introduce it in the plan of improvement actions, to monitor it and to report it to the General Manager.

## Activities and workforce

GRI 2.6 GRI 2.7 GRI 2.8

### Our reference markets

Omera's production in 2021 is targeted as 49% abroad and 51% as the domestic market. The main foreign trade apertures in 2021 were Poland, the United States, Germany and Brazil.

### Our solutions

Omera designs, manufactures and markets machine tools for deformations and cold sheet metal processing. The type of machines currently manufactured in the Chiuppano plant are the following:

- ✓ Edge-banding trimming machines (semi-automatic and automatic);
- ✓ Swan neck and straight-sided hydraulic presses (monolithic and composite);
- ✓ Swan neck and straight-sided mechanical presses (monolithic and composite);
- ✓ Automatic lines for multiple productions.

The product design, production and marketing stages comply with the UNI ISO 9001 standard and are subject to periodic checks by the certifying body.



## Energy saving and product innovation

In terms of energy saving for presses, Omera presents a solution with inverter on the main motors: the frequency gets lowered during the stage in which the press is in waiting mode at the piece loading and unloading stages, or with a more complex solution with the use of dedicated pumps on the cushion, that recover their energy during processing. These are digital type pumps and have been effectively used for some years.

Omera mounts “booksize” drives on edge-banding machines and energy-saving lines that store part of the energy released by one motor to immediately give it to another

on the line without drawing energy from the network and without wasting the excess on braking resistances, uselessly heating the environment.

As far as product innovation is concerned, in recent years Omera has developed both horizontal and vertical numerically controlled new beading machines, always with energy-saving regenerative drives and has also implemented a whole series of new automations in-house to be able to provide the customer with complex plant solutions supplied to the customer in turnkey mode.

## Our employees

The total number of employees as at 31/12/2021 is 101, of which 92 men and 9 women, divided as per the following table:

OMERA SRL	
Number of female employees (TOTAL) as at 31/12/2021	<b>9</b>
Number of male employees (TOTAL) as at 31/12/2021	<b>92</b>
Number of male employees (WORKERS) as at 31/12/2021	<b>50</b>
Number of female employees (OFFICE STAFF) as at 31/12/2021	<b>9</b>
Number of male employees (OFFICE STAFF) as at 31/12/2021	<b>42</b>
Number of male employees (MANAGEMENT) as at 31/12/2021	<b>3</b>
Number of employees (men) under the age of 30 as at 31/12/2021	<b>5</b>

There are 99 permanent employees (8 women and 91 men) and a total of 2 fixed-term employees (one man and one woman). There are 96 full-time employees including 4 women, the remaining 5 women having part-time contracts. In 2021, 9 employees ended their employment relationship (of which 4 for retirement) and there was an intake of 12 new workers.

# Economic sustainability

## Introduction

The Company's capitalisation is a guarantee for employees, customers, suppliers and banking institutions.

The financial statements for the year ended 31/12/2021 closed with a positive EBITDA amounting to Euro 1,294,068 while the EBIT was positive for Euro 314,417. Profit before tax amounted to Euro 323,628. The final result, including the incidence of direct, deferred and paid in advance taxes, shows a net profit amounting to Euro 357,540 compared to a net profit of € 774,425 for the 2020 accounting year despite a lesser turnover ascribable to COVID.

The turnover for 2021, amounting to Euro 18,423,200, is approximately 10% higher than that of 2020, which amounted to Euro 16,773,624.

Despite the extremely grave situation and the health emergency that has lasted throughout 2021 due to Covid-19, and which we are still having to face, our Company has managed positively, achieving an appreciable result in the face of a contingent situation; the quality, reliability and high technological level of Omera products continues to be appreciated by customers both nationally and internationally.

2021 was characterised by an important economic recovery, also with regard to our Machine Tool manufacturing sector.

Such a significant recovery influenced Omera's orders during 2021, to the extent that the order book was already increased by more than 25

million Euro for 2022 (a value that has doubled compared with the average of recent years).

This extremely positive situation is unfortunately penalised by the uncontrolled increase in material and energy prices and delays in deliveries of many products, in particular electronic types.

Moreover, we are all experiencing a moment of great uncertainty and concern due to the Russia-Ukraine conflict, the real consequences of which are still unknown to us.

Such a complex reality is, on the one hand, leading to an erosion of the expected margins on orders already acquired, and on the other there are risks of delay in the deliveries of machinery, for reasons not ascribable to us.

That said, starting 2022 with such a substantial portfolio together with the securing, already now, of orders for 2023, allows us to rely on a workload that is certainly considerable and reassuring.

To meet this increase in production, Omera hired new staff during 2021 and during the first months of 2022, strengthening its production and after-sales service departments.

It must also be noted that Omera pays continuous attention to the theme of sustainability in its three aspects: social, environmental and economic, aimed not only at environmental considerations, with the use of clean energy thanks to the essential photovoltaic system already in operation for years, but also the social aspect, always making it the centre of its operations, and therefore investing in the health, safety and welfare of Omera staff.





## Direct economic value generated and distributed

### GRI 201.1

Consolidated Financial Statements (EVG&D, Economic Value Generated and Distributed):

Year	2021		2020	
Direct economic value generated	€ 20.376.666,00	100%	€ 15.891.056,00	100%
Economic value distributed:	€ 19.307.527,00	95%	€ 14.238.928,00	90%
Operating costs	13.321.414,00 €	65%	9.016.295,00 €	57%
Salaries and benefits for employees	5.651.263,00 €	28%	5.072.462,00 €	32%
Payments to stakeholders (utilisation of reserves)	200.000,00 €	1%		
Payments to capital providers	40.127,00 €	0%	38.662,00 €	0%
Payments to the Public Administration	93.182,00 €	0%	111.159,00 €	1%

Information on the generation and distribution of economic value provides a basic indication on how an organisation has created wealth for the Stakeholders. Different components of generated and distributed economic value (EVG&D) also provide an economic profile of an organisation, which can be useful in normalising other performance data.

A high ratio between distributed value and generated value helps to create a lasting and reliable bond between the Company and its Stakeholders.

## Looking to the future

For the machine tool sector, the market forecasts for 2022 are linked to the evolution and duration of the Covid-19 pandemic crisis and to the Russia-Ukraine conflict.

We are certainly living a period of great uncertainty and complexity. Nevertheless, the first months of 2022 showed a positive trend in the order intake both on the domestic market and, in particular, on the foreign market. Finally, the order book reached a record value for Omera, exceeding 25 million Euro.

## Proportion of spending on local suppliers

### GRI 204.1

Omera purchases a share amounting to 85% of the total volume of its provisioning from local or national suppliers.

# Environmental sustainability

GRI 301, GRI 302, GRI 303, GRI 305

## Product Life Cycle

Owing to its characteristics, the final OMER product at the end of its life cycle is predominantly recyclable as ferrous scrap, with the exception of electrical / electronic components (of the control panels), the pneumatic and hydraulic system, and relative hydraulic oil, which must all be disposed of as waste according to the appropriate classifications provided for by the law.

## Energy consumption

Green technological solutions are developed and implemented to allow a reduction in the environmental impact of products with consequent savings on energy, benefiting customers who purchase our machines.

Optimisation of eco-efficiency and productivity are the cornerstones on which the Company's "industrial mission" is based.

Operating according to the principles of circular economy, saving resources and minimising environmental impact, including the design of components, machines and plants that enable the circularity of customer value chains, is today's goal as well as for the future.

## Methane gas consumption

With reference to 2021 Omera consumed 160,566 MC of methane gas, corresponding to an emission of 294,960 kg of CO<sup>2</sup>.







## Energy saving

The 496.34 kWp photovoltaic system installed in 2010 allows the Company to be almost self-sufficient in energy consumption, greatly reducing the environmental impact.

The electricity generation data for 2021 are as follows:

93,337 kWh installed on flat roof

213,400 kWh installed on shed roof

54,870 kWh installed on pitched roof

204,834 kWh installed on canopies

for a total of 566,440 kWh generated and an equivalent of 226,576.00 Kg of CO<sub>2</sub> saved. In 2021 Omera consumed a total of 636,920 kWh, with a net emission of 28,192 kg of CO<sub>2</sub> due to consumption of electrical power.

The photovoltaic system's efficiency gets constantly monitored.







## Water management

The Company uses water resources from municipal water mains, mainly for sanitation facilities. In the Company's production cycle there are no plants generating industrial water discharges; the only waste waters are those from the painting booths, collected in specific tanks and disposed of as waste. Waste water is that resulting from sanitation facilities and rain downpipes, currently discharged to 7 seepage wells.

## Air quality in work environments

Ambient air quality is monitored over the years with specific sampling taken when updating the chemical risk assessment document.

In the light of the checks conducted, the workstations of operators exposed to "medium risk" were equipped with localised suction through chimneys regularly reported to the competent provincial body.

## Social sustainability

### Social, political and trade union climate

The social climate in the Company has remained positive and relations with the trade union representatives have qualified in a constructive and collaborative way.

During the accounting year, there were no charges recorded regarding occupational diseases on employees or former employees, including those related to Covid-19.

During 2021 Omera made significant investments in staff safety as highlighted.

### Quality in the workplace

Omera carried out office building renovations in a perspective that is modern, automated and ensures the total safety and health of the working environment, equipping itself with the most advanced systems and technologies to communicate via web in real time with the whole world.

### Quality in welfare

Great attention gets paid to the well-being of employees. In addition to the new, increasingly modern and ergonomic workstations, special agreements are in place with healthcare structures, benefiting the staff and their

safety. We have also equipped the Company with a defibrillator.

### Quality of human resources

An intense and continuous activity is promoted in the person-centred training and updating of personnel, focusing on competence and professional growth.

### Quality in the organisation

Omera is strongly committed to transparency and social action in favour of the territory.

Omera proves to be innovative in energy saving and particularly attentive to the prevention of accidents at work.

Omera is in possession of the SAFE WORK certificate issued by Confindustria Veneto/INAIL, which is renewed every 2 years.

The Company promotes and supports organisational change to comply with evolving demands.

It makes it a top priority to design and manufacture machinery that is safe and compliant with the values of social and environmental sustainability.





## New employee hires and employee turnover

GRI 401.1 401.3

During 2021 Omera hired a total of 12 new employees (with a new hire rate of 12.58%), of which one woman and 11 men, divided as follows by age group: one from 16 to 20 years; two from 21 to 30 years; four from 31 to 40 years; four from 41 to 50 years; and finally 1 in the age group from 51 to 65 years.

## Occupational health and safety management system

GRI 403.1

Omera has voluntarily adopted a safety and health management system in the workplace (SGSL) based on the indications of the "Safe Work" operational guide (ed. 2011) which is the 2nd level Operational Guide of the "Uni/Inail Guidelines for the implementation of a health and safety management system at work" (ed. 2001) published by UNI and INAIL with the collaboration of ISPESL and with the participation of all the social partners. During 2016 the management system was validated by SIAV Confindustria Veneto on behalf of INAIL; last maintenance check April 2021. The RSPP (Company employee) (Prevention and Protection Service Manager) is responsible for updating and supervising implementation of the safety management system.

The safety management system covers all

workers that for various reasons are to be found in the areas pertaining to the Company. This includes work activities carried out at third party premises (e.g. customers, suppliers, training companies).

## Hazard identification, risk assessment and accident investigation

GRI 403.2

The risk assessment document lists the hazards to health and safety at work and the risks to which workers are exposed; the criteria for estimating the magnitude of the risk (low, significant, severe and very serious) and the priorities for action are also specified. The Employer subscribes to the risk assessment in the drafting of which the RSPP, the competent Company Doctor, the RLS (Worker Safety Representative) and external consultants collaborate; all are certified to perform the task (deed of appointment, basic training and periodic updating, etc.). At the periodic safety meetings, the improvement plan for the coming year gets drawn up. The RSPP supervises the progress status of works planned. Other inputs to the improvement plan are the management system audits carried out during the year by the RSPP.

Specific forms are available at the workshop equipment department to report any dangerous situations. As a rule, the form is completed with





the involvement of the departmental heads and the Workers' Safety Representative, and gets forwarded to the Head of Prevention and Protection Service who in turn forwards it to the interested parties. The prevention service has encouraged the use of the reporting form as a tool ensuring an immediate intervention in case of critical issues.

The Company pays great attention to whatever workers report on the subject of health and safety at work. Consequently, it provides the various working contexts with equipment in line with technological progress. Any critical issues for safety are addressed immediately with the involvement of Production Management, the department head, the RSPP and the RLS.

At the workshop equipment department, forms are available for reporting the occurrence of an accident involving no injuries to the worker. As a rule, the form gets completed by the department heads and the Workers' Safety Representative and forwarded to the Head of the Prevention and Protection Service who in turn forwards it to the interested parties. The prevention service has encouraged the use of the accident report form as an intervention tool to improve the working context. In the case of accidents that have resulted in an industrial injury, the RSPP fills out the accident form and forwards it to the interested parties to establish the causes of the accident and to promote decisive measures.



## Occupational health services

### GRI 403.3

From all Company PCs, in the corporate Intranet, the “Safe Work” folder can be accessed, in which safety procedures, operating instructions and various documentation useful for the prevention of accidents are available (instruction for the use of PPEs, substance safety data sheets, etc.). The RSPP keeps the above folder updated.

## Worker participation, consultation, and communication on occupational health and safety

### GRI 403.4

As mentioned before, workers participate in the improvement process, collaborating by filling in the “dangerous situation” and “accident report” forms. The RLS is constantly consulted and informed on aspects concerning the health and safety of workers. At the periodic safety meeting, the RLS proposes improvements on the subject of health and safety at work.

The periodic safety meeting is the official venue where workers participate in the sustained improvement of the Company’s safety levels through the Workers’ Safety Representative. There are many other opportunities for informal meetings; since the Head of the Prevention and Protection Service is often in the production departments, notes are often made of verbal requests and get discussed later with the Workers’ Representative for Safety and Production Management.

## Worker training on occupational health and safety

### GRI 403.5

Newly hired workers undergo basic and specialised training according to the class of risk: low for white collar employees and high for blue collar workers in production departments. Some workers are trained in the use of work platforms, mobile cranes and forklifts. Others for emergency management (fire-fighting and first aid). The RSPP and the RLS attended the basic enabling course. The above mentioned training is subject to updating. The time schedule is kept by the RSPP. Newly hired staff is trained in the use of special equipment, supported by experienced personnel.

## Promotion of workers' health

### GRI 403.6

At the beginning of the year the Company Doctor schedules medical visits for all Company employees. School trainees and new hires undergo a medical examination before the collaborative relationship begins. Workers who have been absent from work for more than 60 days must undergo a medical examination before resuming employment. On concluding the visits, the doctor issues a health report confirming whether the employee is suitable or not for the job. Each worker may request an extraordinary medical examination from the Company Doctor.

During the periodic visits, the Company Doctor implements the health protocol agreed upon with the Company, which provides for various checks depending on the risk involved in carrying out the duty. The clerical staff undergoes a medical examination as well as an eyesight check, while the workshop staff undergoes a medical examination as well as a spirometry, audiometry and ergonomic examination. Welders and painters undergo toxicological examinations once a year.

## Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

### GRI 403.7

Works that the Company outsources (e.g. cleaning, maintenance of machine tools and equipment, canteen service, etc.) are managed with information being mutually exchanged on the risks present or introduced in the workplace and on the interference between workers of different companies; the technical-professional and insurance suitability aspects of the companies selected for each contract are also verified. Technical interventions on assistance that the Company's staff carries out at customer premises are managed in the same way: in the Company order confirmation form, in fact, there is a questionnaire to be completed on the dangers present at the customer's workplace.



## Workers covered by an occupational health and safety management system

### GRI 403.8

On average, at any given time there are 110 persons present at the Company, divided between staff (about 100) and non-employees (visitors, representatives, workers of contracting firms, etc.). All are subjected to the safety management system procedures with regard to work done and the workplace concerned. External staff gets registered at reception and receives the “Risks present in the work environment and useful information for safety purposes” leaflet. The management system gets audited internally with periodic audits and by an external body every two years.

During the pre-employment interview, certificates of previous safety training are requested and a form filled in with personal contact numbers in case of an emergency. Newly hired workers are informed of the existence of a safety management system during the RSPP training stage. Before work are started, the team leader of the contractor fills in and signs the form certifying the exchange of information and coordination on the subject of safety at work.

## Work-related injuries

### GRI 403.9

No deaths were recorded as a result of accidents at work. No accidents at work due to high-risk situations were recorded.

Only one minor accident at work occurred during the year.

This result is certainly the result of the Company's sustained and constant attention paid to safety issues, also attested by the “ Safe Work” certificate, which is also valid for the current year, issued by SIAV Confindustria Veneto on behalf of Inail following the positive outcome of the maintenance audit of 15/04/2021.

Work activities involving a high risk of injury have been identified by using severity criteria insofar as the consequences and performance frequency are concerned.

A risk assessment document setting out intervention priority criteria gets used. Injury, accident and hazardous behaviour report forms are also used in which the solution to the proposed non-compliance is recorded.

Accident data are processed by personnel department using the accident registration form completed by the RSPP, in which the name of the person concerned, a description of the occurrence and its possible causes are recorded.

## Work-related illness

### GRI 403.10

No cases of occupational diseases have been recorded.

The data on occupational diseases are processed by the personnel office on the recommendation of the competent Company Doctor who in turn relies on the results of the health surveillance agreed with the Company.

## Personnel training

### GRI 404.2

The Quality System Manager, on behalf of OMER Management, plans (at least annually) the personnel training. . Planning is carried out by specifying: the area, the person concerned, the topic of the course and the expected time it will involve. Planned courses are of two types:

- In-house courses;
- External courses.

In addition to the planned courses, other courses can be approved and activated during the year by the area managers should the opportunity or need arise. Each individual course is recorded outlining the description and content of the course, instructor and participants.

## Personnel Training Card

For each type of training or course taken (both in-house and external), the Quality System Manager has the duty to update the "Qualification Name Folder" in order to keep a historical record on the courses taken by each person.





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### Statement of use

Omera's Non-Financial Statement was drawn up based on the guidelines of the Global Reporting Initiative (GRI Standards) following the “with reference” option, in the latest version GRI 1 Foundation 2021, GRI 2 General Disclosures 2021 and GRI 3: Material Topics 2021 for the reporting period [01/01/2021 – 31/12/2021].

### Title of the GRI used:

Foundation 2021

GRI Standard	Disclosure	Location
<b>General Disclosures</b>		
GRI 2.1	Organisational details	ORGANISATION AND REPORTING PRACTICES
GRI 2.2	Entities included in the organisation's sustainability reporting	ORGANISATION AND REPORTING PRACTICES
GRI 2.3	Reporting period, frequency and contact point	ORGANISATION AND REPORTING PRACTICES
GRI 2.23	Company policy commitments	COMPANY STRATEGIES AND POLICIES
GRI 2.24	Embedding policy commitments	COMPANY STRATEGIES AND POLICIES
GRI 2.25	Processes to remediate negative impacts	COMPANY STRATEGIES AND POLICIES
GRI 2.22	Statement on sustainable development strategies	LETTER FROM THE CEO
GRI 2.6	Activities, value chain and other business relationships	ACTIVITIES AND WORKFORCE
GRI 2.7	Employees	ACTIVITIES AND WORKFORCE
GRI 2.8	Workers who are not employees	ACTIVITIES AND WORKFORCE
<b>Material Topics</b>		
GRI 3.1	Process to determine Material Topics	MATERIALITY ANALYSIS
GRI 3.2	List of Material Topics	MATERIALITY ANALYSIS
GRI 3.3	Management of Material Topics	MATERIALITY ANALYSIS
<b>Governance Disclosures</b>		
GRI 201.1	Direct economic value generated and distributed	ECONOMIC SUSTAINABILITY
GRI 204.1	Proportion of spending on local suppliers	ECONOMIC SUSTAINABILITY
<b>Environment Disclosures</b>		
GRI 301	Materials	ENVIRONMENTAL SUSTAINABILITY
GRI 302	Energy	ENVIRONMENTAL SUSTAINABILITY
GRI 303	Water and Effluents	ENVIRONMENTAL SUSTAINABILITY
GRI 305	Emissions	ENVIRONMENTAL SUSTAINABILITY
<b>Social Disclosures</b>		
GRI 401.1	New employee hires and employee turnover	SOCIAL SUSTAINABILITY
GRI 403.1	Occupational health and safety management system	SOCIAL SUSTAINABILITY
GRI 403.2	Hazard identification, risk assessment and accident investigation	SOCIAL SUSTAINABILITY
GRI 403.3	Occupational health services	SOCIAL SUSTAINABILITY
GRI 403.4	Worker participation, consultation, and communication on occupational health and safety	SOCIAL SUSTAINABILITY
GRI 403.5	Worker training on occupational health and safety	SOCIAL SUSTAINABILITY
GRI 403.6	Promotion of worker health	SOCIAL SUSTAINABILITY
GRI 403.7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SOCIAL SUSTAINABILITY
GRI 403.8	Workers covered by an occupational health and safety management system	SOCIAL SUSTAINABILITY
GRI 403.9	Work-related injuries	SOCIAL SUSTAINABILITY
GRI 404.2	Programs for upgrading employee skills	SOCIAL SUSTAINABILITY



This Sustainability Reporting by OMERA was drawn up within a project promoted by UCIMU and Federmanager and funded by 4.Manager and was overseen by a work group coordinated by General Management.

Communication project and implementation:  
SuccodiFrutti Advertising

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We wish to thank all the OMERA personnel  
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