

Sustainability Plan 2031

Innovating with creativity, growing with responsibility



*Environment
and climate
change*



*People
development
and
commitment
to work*



*Product
quality,
service
excellence*



*Integrity
and responsible
value chain
management*

LETTER TO STAKEHOLDERS

With this first Sustainability Plan 2031, the Gnutti Group makes explicit and structured a commitment that has always guided the way it does business, transparently sharing the values, objectives and actions behind its creation of long-term value.

Rooted in Brescia's industrial tradition since 1951, the Group combines ingenuity, quality and innovation in its purpose: "turning brass into reliable solutions for industry and people". **The Plan guides this journey towards the Group's 80th anniversary, reinforcing its vision of responsible development by 2031** through four pillars: people, ingenuity, excellence in processes and products, and sustainable growth from an environmental, social and ethical standpoint.

The plan is not a destination, but the beginning of a journey of continuous improvement, built on rigour, measurability and ongoing dialogue with stakeholders: a concrete commitment and a promise of responsibility towards the future.

Lumezzane (BS), September 2026

Kind regards,

Giuliano and Alberto Gnutti



THE GNUTTI GROUP

Gnutti Group is an industrial group engaged in brass processing and in the production of OEM solutions and components for the plumbing and heating, and electrical sectors, with a strong international outlook and an established presence in overseas markets. Its actions are founded on its purpose, vision and mission, and on four guiding values: people, ingenuity, excellence and sustainability.

THE PLAN DEVELOPMENT PROCESS

The Plan was developed through a structured and participatory process, which included an analysis of the company context, employee engagement via a questionnaire (over 200 responses), the identification of material topics consistent with the purpose and the industrial plan, the definition of measurable objectives, actions and KPIs, and internal validation through a periodic monitoring system.

4 STRATEGIC PILLARS AND 10 KEY OBJECTIVES

The Plan is based on four strategic pillars, which represent the natural evolution of the historic values of Gnutti Group: the centrality of people; the ingenuity that guides its working culture; excellence in processes and products; and a commitment to sustainable and responsible growth from an environmental, social and ethical standpoint.

Each pillar is associated with key objectives, each with dedicated actions and KPIs available in the full version of the plan.

PILLAR	ESRS SCOPE	FOCUS	KEY OBJECTIVES
PILLAR I  Environment and climate change	ESRS E1, E2, E3, E4, E5	Reducing climate impact through energy efficiency, emission minimisation and responsible management of natural resources (climate, pollution, water, circular economy).	1. Reduce the impact on climate change 2. Limit air pollution and water resource consumption 3. Improve circular resource management
PILLAR II  People development and commitment to work	ESRS S1, S2	People at the centre of corporate development, with investment in training and ongoing commitment to health, safety, inclusion and rights.	4. Develop skills and empower people 5. Promote inclusion, equity and the prevention of discrimination 6. Protect health, safety and rights
PILLAR III  Product quality, service excellence	ESRS S4	Product safety and service excellence for customers, through rigorous controls, regulatory compliance and continuous improvement.	7. Ensure safe and compliant products
PILLAR IV  Integrity and responsible value chain management	ESRS S2, S3, G1	Ethical, transparent and responsible management of the value chain, with ESG assessments, data protection and corruption prevention.	8. Strengthen ethical and transparent supply chain management 9. Ensure data protection and information security 10. Promote integrity (uncompromising ethical standards)

SOME INDICATORS FOR 2031

Each pillar of the Plan is associated with measurable, realistic yet ambitious KPIs, designed to monitor results and guide the organisation towards a path of continuous improvement; some of the most significant are set out below.

PILLAR	INDICATOR	TARGET FOR 2031
PILLAR I  Environment and climate change	Carbon footprint reduction (scope 1-2)	-55%
	Recycled input raw material	> 93%
PILLAR II  People development and commitment to work	Average training hours per capita	> 9 h/year
	Gender pay gap by category	> 5%
PILLAR III  Product quality, service excellence	Customer satisfaction rate	> 9.2/10
PILLAR IV  Integrity and responsible value chain management	ESG-certified suppliers (% of revenue)	> 80%
	Data breaches	0
	Corruption cases	0



THE 20 ACTIONS:

PILLAR	20 ACTIONS	
PILLAR I  Environment and climate change	1	Minimise climate-altering emissions
	2	Improve energy efficiency
	3	Product Carbon Footprint and environmental transparency
	4	Reduction of air pollutants
	5	Efficient management of water withdrawal and use
	6	Increase in recycled input raw material*
	7	Reduction of waste and mixed packaging
PILLAR II  People development and commitment to work	8	Strengthen technical and cross-functional skills
	9	Invest in continuous training
	10	Effective Diversity & Inclusion policies
	11	Promotion and development of corporate welfare
	12	Reduction of workplace injuries
	13	Zero tolerance for inadequate working conditions
PILLAR III  Product quality, service excellence	14	Always ensure excellent and flexible service
	15	Prevent risks to the health and safety of end users
PILLAR IV  Integrity and responsible value chain management	16	Responsible supplier management
	17	Prevention of contractual and operational issues
	18	Prevention of sensitive data loss
	19	Strengthening of cybersecurity and privacy policies
	20	Active anti-corruption policies





Contacts

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