

2021 | Delfin Sustainability Report

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GLOBAL GOALS

Following the 2030 Agenda drawn up by 150 countries together with the UN, we have identified, among the 17 goals of the agenda, the 9 objectives we want to achieve for the good of people, the environment, and societies.

This social responsibility document is a mirror of how we want to guide our corporate growth through the values that distinguish us.



Our history, your success

Delfin began its journey in 1991 when its founder Antonino Siclari created a company that has since become a global player and a leading manufacturer of industrial vacuum cleaners and industrial cleaning solutions.

For thirty years we have been innovating the way people experience cleaning and maintenance in the industry.

We develop innovative solutions to face complex challenges that improve production efficiency, ensure safety and increase productivity.

All our industrial vacuum cleaners are 100% Made in Italy and CE certified.

Today, we are present globally, with our own subsidiaries and more than 250 partners and dealers, who represent our brand, supply our products and provide support in over 100 countries.

We believe in a customer-centric business:

Through the continuous development

of equipment and solutions and the constant improvement of quality standards, we have earned customer trust and a reputation for excellence in various industries around the world.

We want to make important changes to combat the current climate change emergency and pressing social issues and be an inspiring role model for our employees, customers, and suppliers.



4 PLANTS

Of which three are located abroad: USA, Germany, and Vietnam



CONTINUOUS GROWTH

Among the 400 Italian companies that have been champions of growth for three consecutive years



WIDE RANGE

More than 130 fully customizable vacuum cleaner models

OUR VALUES FOR THE FUTURE

VALUES FOR LIFE

On the occasion of our 30th anniversary, we wanted to take up the challenge of contributing to environmental sustainability, respect for human rights, and the protection of people and communities in order to achieve ever more ambitious goals.

We set out to build a new project that would include our corporate philosophy and the values and goals of the UN 2030 Agenda.

We named the project Values for Life because it best represents our values and our responsibility towards people, the environment, and communities.



DELFIN FOR THE ENVIRONMENT

At Delfin we aim at producing while reducing the negative impact on the environment in our everyday activities and respecting the surrounding area.



GOALS



Goal 7

Efficient energy consumption

We apply best practices to ensure responsible energy consumption without further burdening the environment.



Goal 13

Actions against climate change

We take important measures to fight climate change and its consequences by controlling and reducing the environmental impact of activities.



Goal 12

Sustainable consumption and production methods

We are committed to using the resources available to us for the production of our vacuum cleaners responsibly. We recycle the waste we produce as much as possible on materials such as iron, paper, wood, and mixed packaging.



Goal 14

Protection of the oceans and marine fauna

We protect the environment by working with associations that remove plastic from the seas to safeguard biodiversity.



Our key points for the environment

Sustainable business for us means ensuring long-term growth by bringing profits to the circular economy. The results we have achieved in 2020 regarding the recycling of materials produced show us that we are on the right track.

In 2020 we recycled more than **62 tonnes** of waste produced by us.





Paper

26.680 kg

of paper and cardboard recycled from offices, warehouses, and production



Mixed packaging

15.570 kg

of metals recycled, including iron, stainless steel and aluminum from the in-house workshop and from production



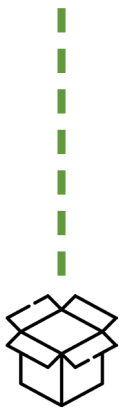
Metals

20.020 kg

of material including plastic, packaging material and mixed waste recycled

Delfin 2030 Goals

Building on our achievements in 2020, we have set our own targets to achieve, overcoming everyday challenges. Challenges that require courage and a far-sighted vision, but we have the skills to achieve the goals we have set ourselves.



Reduce the amount of paper used in offices, and recycle the remaining amount



Reduce plastic waste by favouring the use of eco-friendly alternatives



Recycle all metal chips, shavings and waste



Efficient energy consumption

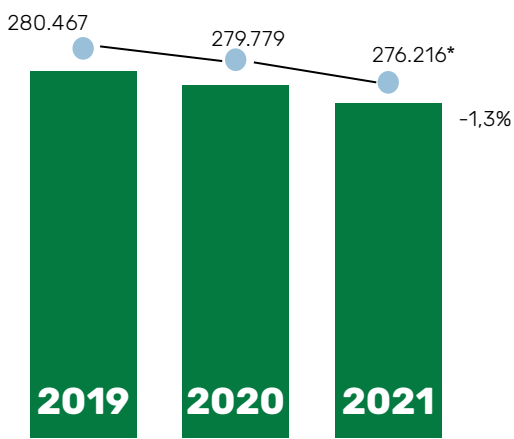
We have set ourselves the goal of increasing the use of renewable energy to power our offices, operations area, and entire factory by 2030.

We apply all the best behaviors to make intelligent use of the energy available to us by reducing its use to the absolute minimum.

We use natural light where possible, electronic products are turned off when not in use, and thermostats and air conditioners are only turned on when necessary. We compare consumption figures to assess the effectiveness of our energy-saving efforts.



Our energy consumption in kWh



*Consumption forecast

Despite the continuous growth in production, a significant reduction in consumption is emerging due to the use of control measures and good behavioral practices to achieve savings.

Year of reference	2019	2020	2021
CO ₂ equivalents in tonnes	65.3	65	64*

**12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION**

Sustainable production

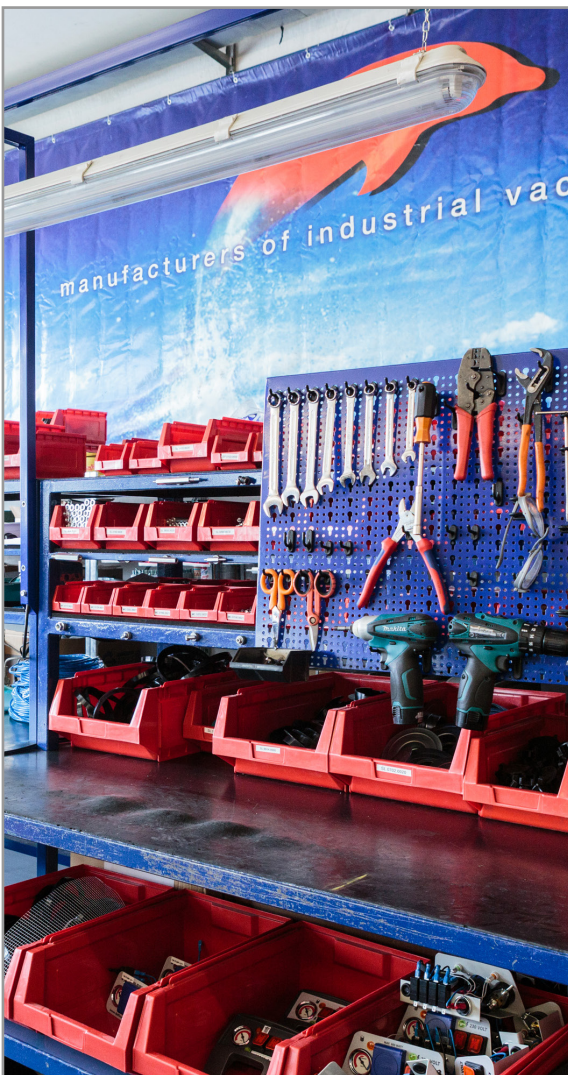
Production, efficiency, and recycling are all important aspects for our company. We develop our products, solutions, and services taking into account the environmental impact that each will have at the end of its useful life.

We strongly believe in the circular economy and its potential as an important element for many manufacturing sectors.



Waste from our in-house workshop or production department is recycled through our cooperation with local waste collection and disposal companies.

Iron, wood, paper, plastic, and other materials that are no longer usable for our products are regenerated in their initial state as raw materials and used for production in other business sectors or as a means of producing energy.





Actions against climate change

We are determined to fight climate change, recycle the waste we produce, preserve resources, safeguard flora and fauna and take all necessary measures to protect the world we live in.

With these goals in mind, we conduct our business in a sustainable manner and provide environmentally friendly products and services, always striving to offer innovation and develop unique and superior technologies.

We want to create a better world for future generations, so an essential step is to address the problem of single-use plastics in our factories by bringing about new behaviors that help improve our environmental footprint.



With a view to continuous improvement in sustainable performance, we are committed to supporting the following operations:

- Raise the company to an ever increasing level of process and product quality in compliance with all applicable legislation.
- To adopt management procedures within the company based on maximum protection of the environment.
- Take care of the company's growth in order to make it always innovative, flexible and able to adapt to the needs and requests coming from the market and customers.

We have therefore undertaken improvement actions, such as:

- **Plastic bags have been replaced with reusable canvas ones**
- **We encourage our employees to choose reusable cutlery for use in the indoor dining area.**
- **We use company water bottles on a daily basis and water dispensers.**



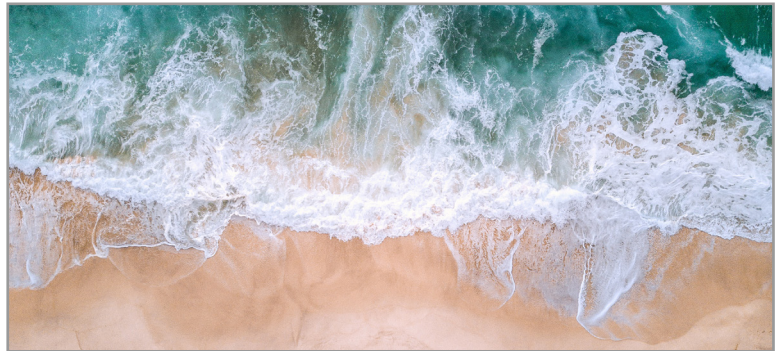
Protection of oceans and marine fauna

In addition to our internal actions, we encourage initiatives across our value chain and call on customers and stakeholders to act with us.

For greater impact, we are committed to removing plastics already in the seas and oceans, creating enormous damage to the environment.

We do this by supporting 4Ocean, which removes plastic from the seas and oceans and reuses it to create bracelets.

Each bracelet funds the removal of 0.5kg of waste from the seas and oceans most affected by pollution.



4Ocean

We removed the equivalent of **6,945** half-litre plastic bottles from the oceans



6.945



130 kg





DELFIN FOR THE PEOPLE

We want to create safe working conditions free of any form of discrimination and with opportunities of growth for our resources.



People are the key to generating social value. In our company, we value the diversity and ambitions of our employees by maximizing their talents.

GOALS



Goal 3

Health and well-being

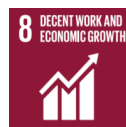
Employees are at the heart of businesses, which is why maintaining a safe working environment is vital to ensuring people's well-being. Our products ensure the highest levels of safety in every industry and production environment, thanks to our certifications, safe dust collection systems, and high-efficiency filtration.



Goal 5

Gender equality

We believe that fairness and equality create value for society and for our company, because it strengthens our capabilities, unlocks the potential of our employees without making any gender distinction but directly contributing to growth.



Goal 8

Decent work and economic growth

In addition to taking care of our employees, we see great importance in creating a working environment that allows for the professional and personal growth of each of our resources. We want to set an example for everyone as a company that can improve everyday life.



Health and well-being in the company

We want to create more value for customers and consumers while reducing our footprint on the planet. We are committed to providing high-quality, functional, safe, and efficient products that last longer

The presence of dust, granules, debris, and waste in your production work areas is not only a workplace issue, it is primarily a health issue for the employees who work in these environments and come into daily contact with these often harmful materials.

With this in mind, we aim for continuous improvement in safety performance, constantly promoting the following operational guidelines:

- Optimizing the policy for health and safety in the workplace.
- Identifying health and safety hazards for staff and assessing the associated risks.

With our cleaning systems, we help companies worldwide achieve a cleaner and safer working environment for their employees by reducing the risk of illness and improving the quality of work for people.



With the arrival of Covid -19, we had to react to a sudden situation, we mobilized to protect our resources by preserving their health and jobs, following the instructions of the health authorities.





Gender equality

At Delfin, we understand the impact that a working environment can have on the respect of human rights, especially on gender discrimination. We ensure gender equality in the workplace, at all levels, and consider it a challenge for everyone to address on a daily basis.

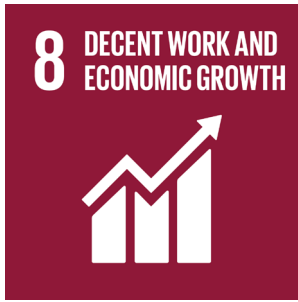
We include gender diversity as a key value and respect the individuality of each employee by encouraging them to inspire each other through continuous dialogue.

Women at work

In 7 out of 12 company departments, there are female resources, in some cases with a presence ranging from 75% to 100%.

Four departments have a female manager



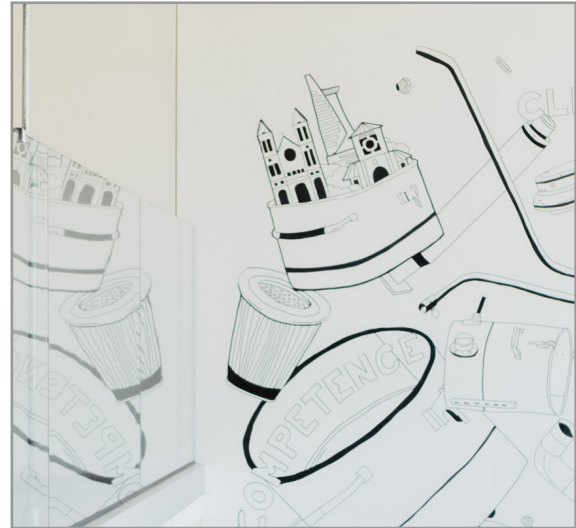


Decent work and economic growth

We inspect and support every employee's ambition to grow and take on new challenges. We provide a range of opportunities for each employee to make the most of individual strengths, skills, and abilities. We provide a system and an environment for the growth of younger resources, giving them all the tools they need to achieve their work goals.

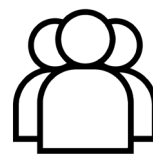
We want to maximize the talent of each employee and promote their growth path. We offer corporate welfare services for employee care such as health insurance, job rotation, smart working, parenting policies, and maternity rights protection.

All company staff is subject to an annual performance appraisal to identify areas for improvement and strengths. We support the training of our employees so that they can grow and bring new knowledge and skills into the company.



We have implemented the following points:

- Adoption of new IT tools to facilitate the storage and processing of the collected data.
- Designing a company assessment that catalogues the entire workforce, in terms of their skills and training needs.
- Adoption of plans for the provision of transversal and specific training to all company resources, according to the identified needs and with a view to continuous training.



130

DELFIN EMPLOYEES
WORLDWIDE



35

AVERAGE EMPLOYEE
AGE



DELFIN FOR THE COMMUNITY

Being a big company means being a responsible citizen of the communities around us. We believe that everyone should have the same opportunities to participate in society in an active way.



Our aim is to contribute to solving a wide range of social problems from our own communities, making the best use of the resources at our disposal. We want to support education; provide relief and assistance; engage in solving social problems and support the most vulnerable social groups by bringing our products, technologies, and resources.

GOALS



Goal 9 -

Industry, innovation and infrastructure

We support sustainable industrialization by helping our business partners with our digital and technical know-how throughout the entire value chain, from design to production and from operation to service.



Goal 11 -

Sustainable cities and communities

We are committed to supporting the community by helping associations and initiatives designed for people in need, young people with disabilities, or the less well-off.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



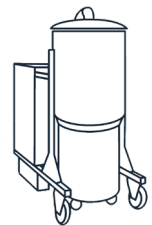
Industry innovation and infrastructure



Every day we create innovative solutions to improve production efficiency, safety and increase productivity. We take care of the company's growth in order to keep it innovative, flexible, and capable of adapting to the needs and demands of the market and customers.

Our industrial vacuum cleaners are built according to an ISO 9001 certified process for quality, in an environmentally friendly production environment, 100% Made in Italy and CE certified.

This enables our customers to achieve the highest levels of quality and efficiency, with solutions designed for cleaning and maintenance in every industry.





Supporting cities and communities

In addition to global projects of a different nature, we collaborate with local authorities to support initiatives that benefit various actors in society.

We show full respect for the local needs of the communities in which we operate, contributing to their development and aiming to achieve a sustainable and beneficial activity for society.



Italian Red Cross

The Covid-19 pandemic has radically changed the lives of all of us. We have tried to support the efforts of the Italian Red Cross by donating one of our vacuum cleaners to the Settimo Torinese division, which will simplify routine cleaning and maintenance.



"Down Onlus"

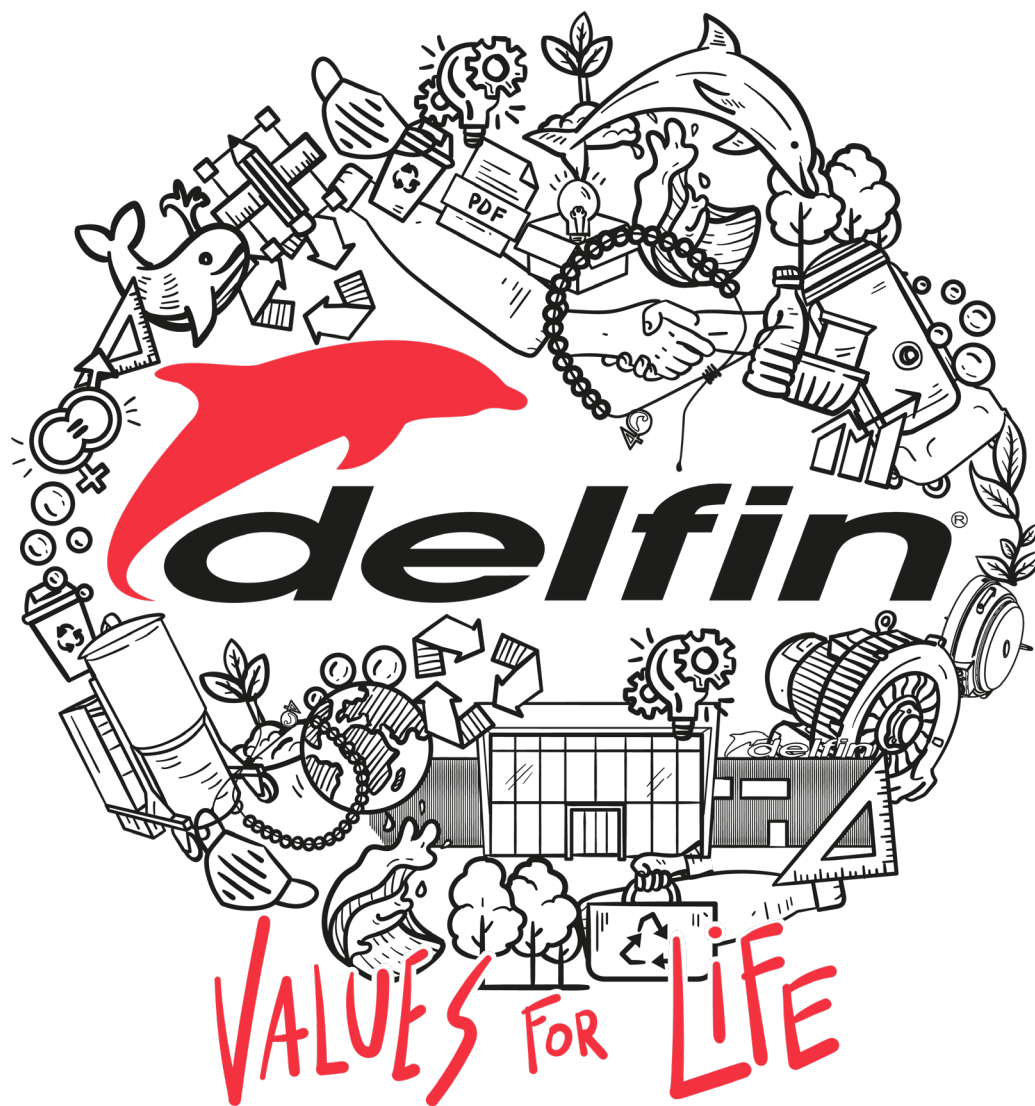
Among those most affected by the pandemic t h e r e are children with special needs, such as the associated members of the charity 'Down Onlus'. With our support, we hope to bring serenity and joy back to the most vulnerable people.



"Tredicesima dell'Amicizia"

We supported the "thirteenth of Friendship" association, which helps elderly people who are left alone.

We from **Delfin,
are part of the
change.**



CORPORATE SOCIAL RESPONSIBILITY



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