



**"ESG"**  
**SUSTAINABILITY REPORT**  
**2025**



# Summary

Letter to Stakeholders .....	2
1. INTRODUCTION.....	3
1.1 Purpose of the document .....	3
1.2 Methodological note .....	4
2. COMPANY PROFILE.....	5
2.1 Our history.....	5
2.2 Activities and sector .....	6
3. BASIC MODULE METRICS.....	8
3.1 B2 Practices for sustainable transition .....	8
3.2 B3 Energy and emissions.....	9
3.3 B5 Biodiversity.....	10
3.4 B6 Water .....	11
3.5 B7 Waste and circular economy.....	12
3.6 B8 Workforce .....	13
3.7 B9 Health and safety .....	13
3.8 B10 Remuneration and collective bargaining .....	14
3.9 B11 Value chain .....	15
3.10 B12 Anti-Corruption .....	16
4. CONCLUSIONS .....	17



# Letter to Stakeholders

*Dear Stakeholders,*

*With over 60 years of experience, we are a long-standing leader in the insulating sleeving market, placing service quality, product reliability, and attention to customer needs at the core of our work. Throughout our history, we have built solid and long lasting relationships with employees, suppliers, business partners, and our local communities.*

*This Sustainability Report represents our first structured step toward reporting our environmental, social, and governance (ESG) practices. Although we operate as a small and medium-sized enterprise, we are aware of the role every organization can play in contributing to responsible and sustainable economic development.*

*Through this document, drafted according to the **VSME model – Basic Module**, we intend to transparently share the initiatives already in place to protect people, the environment, and the integrity of our processes. We particularly emphasize worker well-being, workplace safety, responsible supply chain management, and the reduction of environmental impacts related to our activities.*

*For us, sustainability is not an isolated goal but a journey of continuous improvement that integrates with our corporate values, organizational culture, and the desire to grow responsibly over time. This Report is intended as a tool for dialogue with all stakeholders, useful for strengthening mutual trust and stimulating constructive exchange.*

*With a commitment to progressively monitor and improve our ESG performance, we look to the future with the determination to combine competitiveness, responsibility, and sustainability.*

## **The Management**

*RTE Componenti Industriali*

# 1. INTRODUCTION

## 1.1 Purpose of the document

This document represents our first Sustainability Report, drafted with the aim of transparently describing the **environmental, social, and organizational practices** we adopt in our operations. This Report is informative and voluntary, prepared in consistency with the size, complexity, and operational context of our company.

The report is addressed to our **main stakeholders**—including employees, customers, suppliers, and business partners—and stems from our desire to make explicit our commitment to responsible management.

Through this document, we intend to:

- **enhance and showcase** existing practices in the social, environmental, and governance (ESG) spheres;
- **strengthen the dialogue** with our stakeholders;
- **lay the foundations** for a structured path of continuous improvement regarding sustainability.



## 1.2 Methodological note

This document has been prepared based on the **VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs)** principle, applicable to non-listed small and medium-sized enterprises in the European Union. For reporting, we have committed to applying **Option A** of the voluntary principle, which includes the **Basic Module**. The reporting period is the year **2025**. The reporting covers the metrics required by the **Basic Module** and focuses specifically on environmental, social, organizational, and governance areas. The data and information reported are derived from:

- **internal company documentation;**
- **operating registers and procedures;**
- **qualitative information** provided by management;
- **public information** available on our institutional website;
- **internal disclosures** regarding the social and environmental practices adopted by the company.

Some indicators are qualitative in nature, in line with the size and complexity of our organization. Where quantitative data is not available, the information is provided in narrative form.

<b>Module</b>	<b>Standard</b>	<b>Disclosure</b>	<b>Page</b>
<i>Basic module</i>	B2	Practices, policies, and initiatives for sustainable transition	8
<i>Basic module</i>	B3	Energy consumption and greenhouse gas emissions (GHG)	9
<i>Basic module</i>	B5	Biodiversity	10
<i>Basic module</i>	B6	Water	11
<i>Basic module</i>	B7	Resource use, circular economy, and waste management	12
<i>Basic module</i>	B8	General characteristics of the workforce	13
<i>Basic module</i>	B9	Health and safety	13
<i>Basic module</i>	B10	Remuneration, collective bargaining, and training	14
<i>Basic module</i>	B11	Value chain workers, affected communities, consumers, and end-users	15
<i>Basic module</i>	B12	Convictions and sanctions for active and passive corruption	16

## 2. COMPANY PROFILE

### 2.1 Our history

We are an Italian company with extensive experience in the **industrial insulating sleeving sector**.

RTE was founded in 1958 by Giovanni Brambilla. Initially focused on ISA sequence alarm annunciators for the electrical control panel sector, the company expanded significantly in 1996 under the leadership of his children, Luisa, Massimo, and Giorgio. Today, we serve the automotive, railway, naval, and aerospace industries globally.

Since 2001, our steadfast commitment to product quality and customer service has enabled us to successfully enter international markets. This marked the beginning of our export operations, through which we have built long-term business relationships with customers across various countries.

Today, more than sixty years after our founding, we continue to operate while upholding the values that have guided our growth: customer focus, reliability, product quality, and the continuous search for technical solutions tailored to the needs of an ever-evolving market. We base our sustainability journey on the **milestones achieved** throughout our history.

#### Mission

To provide reliable, high-quality solutions in the field of insulating sleeves, supporting customers with rapid, flexible, and technically qualified service.

#### Values

The values guiding our operations are based on:

- commitment to product and process quality;
- customer and service orientation;
- reliability and technical expertise;
- respect for people and the environment;
- dedication to continuous improvement, including within the field of sustainability.



## 2.2 Activities and sector

RTE Componenti Industriali has been operating for over sixty years in the supply of **insulating sleeves** and technical components for industrial applications. We serve several production sectors characterized by high technical and regulatory requirements, including:

- electrical wiring;
- automotive;
- railway;
- naval;
- aerospace.

Our offering includes a wide range of products designed to ensure high standards of safety, reliability, and technical performance. Specifically, our catalogue includes:

- **heat-shrinkable tubing**, available in thin, medium, and heavy wall versions, with or without internal adhesive;
- **braided sleeving**, expandable and self-extinguishing, compliant with specific industry regulations;
- **silicone-coated fiberglass sleeves**, available in various voltage ratings and internal diameters;
- **PVC sleeves**, characterized by excellent physical and electrical properties and resistance to various operating temperatures;
- **silicone sleeves**, suitable for high-temperature applications and in the presence of chemical agents;
- **installation accessories**, dedicated to the shrinking of heat-shrinkable tubing and the precise cutting of braided sleeving.

A distinctive element of our business is our ability to guarantee fast and efficient service. We maintain a warehouse with **significant material stocks**, totaling over **2,000,000 meters of product available for immediate delivery**, enabling us to meet customer requests in a short timeframe.

To support our commercial activities, we provide a **specialized technical office** capable of assisting the customer throughout all phases of the process, from the analysis of technical needs to the definition of customized solutions. This approach allows us to respond flexibly to the needs of the various industrial sectors served, generating benefits along the **value chain**.

Product quality and safety are central to our operations. Most of the insulating sleeves we market are **UL and CSA certified**, attesting to compliance with the rigorous safety standards required in the Canadian and U.S. markets.

Furthermore, we offer sleeves compliant with the **EN 45545 standard**, a fundamental requirement for the European railway sector, guaranteeing high levels of fire protection on railway vehicles.



RTE was among the first companies in Italy to obtain **certification for its quality management system**, currently compliant with the **ISO 9001:2015** standard, confirming our commitment to continuous process improvement and customer satisfaction. Relationships with our partners are essential to fostering long-term trust. With the aim of strengthening this dialogue while simultaneously reducing RTE's environmental footprint, the company is committed to actively engaging its key suppliers on ESG issues by 2026. This initiative will be launched through **targeted questionnaires** designed to **systematize data collection and benchmarking**, promoting a stronger culture of sustainability throughout the entire supply chain.

## 3. BASIC MODULE METRICS

### 3.1 B2 Practices for sustainable transition

We promote a transition toward a more sustainable business model through established practices that place people, safety, process quality, and responsibility along the supply chain at the center. The approach we adopt integrates social, organizational, and environmental aspects, consistent with our size and operational characteristics.

#### Social and organizational scope

We adopt a work organization oriented toward flexibility, with the aim of fostering a balance between professional and private life. We provide, upon request, the use of part-time work, particularly by female employees, and we allow smart working for compatible roles, providing the necessary company tools.

The protection of people's well-being represents a central element of our organizational approach. For several years, we have introduced structured prevention and monitoring initiatives, also entrusted to qualified third parties, aimed at ensuring safe and adequate working conditions. These activities include periodic risk assessments and the monitoring of environmental conditions in the workplace.

To support this approach, we adopt organizational and operating procedures aimed at preventing accidents and risky situations, with particular attention to warehouse activities and loading and unloading operations. Safety measures are also extended to external parties operating at our premises, helping to ensure an orderly and controlled work environment.

#### Training and safety

We dedicate great attention to health and safety training. All warehouse operators are trained as fire safety officers, supervisors, and emergency management personnel. The work environments are equipped with smoke detection and fire-fighting systems, which are regularly maintained.

#### Supply chain

We adopt supplier evaluation criteria oriented toward quality and safety. We preferentially require ISO 9001 certification. For non-certified suppliers, an evaluation questionnaire is sent, while for internal service providers, we apply a specific risk assessment procedure. Currently, **68% of our suppliers are ISO 9001 certified**. The relationship with our partners is essential to building long-term trust. To enhance this dialogue and support the reduction of RTE's environmental footprint, the company has set a 2026 objective to actively engage its key suppliers on ESG topics. This will be initiated through targeted questionnaires designed to gather data and promote sustainability awareness across the supply chain.

#### Environmental and product aspects

For products intended for the automotive sector, which represent approximately 30% of the total marketed, we provide registration on the IMDS portal, ensuring material traceability and facilitating correct reuse and recycling at the end of life. For other sectors, we still provide detailed safety data sheets and ensure compliance with REACH and RoHS regulations, which are periodically verified.

Regarding packaging, we mainly use cardboard reels and stretch film, all appropriately catalogued and labeled to ensure correct disposal. We send cardboard for recycling and, for shipping protection, we have introduced filler pads made of biodegradable material. Wooden pallets are reusable, and shipments take place, where possible, in groupage mode to reduce the environmental impact of transport. Furthermore, we have replaced the lighting with low-consumption, high-intensity LED lamps. Finally, all internal load handling and goods movement within the warehouse are carried out exclusively using electric forklifts and reach trucks.

## 3.2 B3 Energy and emissions

### Energy consumption

During the reference period of this Sustainability Report, we monitored our energy consumption related to office and warehouse activities. Overall energy consumption is broken down as follows:

- **Fossil fuels**
  - **Natural gas:** 1,275 scm, used for office heating.
  - **Diesel:** 5,723 liters, used for fueling company vehicles.
  - There is no recorded consumption of coal or oil.
- **Electricity: total annual consumption: 24.12 MWh**
  - Electricity purchased from non-renewable sources: 22.43 MWh
  - Electricity purchased from renewable sources: 1.69 MWh
  - There is no recorded self-generated energy.

Our energy mix shows a limited share of energy from renewable sources, equal to approximately 7%, in line with the supply contracts currently in place; the remaining 93% comes from other sources. To make its energy consumption more sustainable, the company **sets the goal from 2026 to purchase 100% of its energy from renewable sources**. We have also adopted energy efficiency measures, such as the installation of **low-consumption LED lighting in all environments**.

Energy Source	Unit	Annual consumption
Electricity	kWh	24,118
<i>of which purchased – non renewable</i>	kWh	22,430
<i>of which purchased - renewable</i>	kWh	1,688
Natural gas	scm	1,275
Diesel	liters	5,723

### Greenhouse gas emissions

In the reference period, we monitored greenhouse gas emissions resulting from energy consumption directly attributable to our activities, distinguishing between direct emissions (**Scope 1**) and indirect emissions from purchased energy (**Scope 2 – location based**). **Scope 1 emissions, totaling 17.94 tCO<sub>2</sub>eq**, derive from the use of natural gas for office heating and diesel fuel consumption associated with company vehicles. **Scope 2**

**emissions** (location based), generated by the consumption of purchased electricity, **amount to 4.46 tCO<sub>2</sub>eq**. Overall, total Scope 1 and Scope 2 greenhouse gas emissions amount to 22.4 tCO<sub>2</sub>eq.

<b>GHG Emissions</b>	<b>tCO<sub>2</sub> eq</b>
Scope 1 Emissions (tCO <sub>2</sub> eq)	<b>17,94</b>
Natural gas	2,61
Diesel	15,23
Scope 2 Emissions (tCO <sub>2</sub> eq) <i>Location Based</i>	<b>4,46</b>
<b>Total Scope 1, 2 Emissions</b>	<b>22,4</b>

In consideration of the company's business model, already extensively described in the previous pages and in particular in index B2, no further types of pollution have been identified.

### 3.3 B5 Biodiversity

#### Operational context

We operate exclusively in commercial and logistics activities, without production plants. Our company premises are located in urbanized areas and are not situated within or near areas that are sensitive in terms of biodiversity.

#### Site location

The company sites covered by this reporting are as follows:

- **Offices:** Via Borgo Roldi n. 49, 26025 Pandino (CR)
- **Warehouse:** Via Trescore n. 1, 26020 Palazzo Pignano (CR)

Based on checks carried out using official sources<sup>1</sup>, none of the sites are located in protected areas or areas of high environmental sensitivity.

<b>Position</b>	<b>Sensitive area in terms of biodiversity</b>
Italy - Offices: Via Borgo Roldi n. 49, 26025 Pandino (CR)	No
Italy - Warehouse: Via Trescore n.1, 26020 Palazzo Pignano (CR)	No

#### Land use

Land use by RTE is structured as follows:

- **Total sealed surface area:** approximately 2,628 m<sup>2</sup>, including offices, warehouse, and courtyard;
- **Nature-oriented surface area on-site:** approximately 700 m<sup>2</sup>, used for an external garden at the warehouse;

The presence of green areas contributes to the improvement of the local environmental context, although the company's activity does not have a direct impact on biodiversity.

<sup>1</sup> Sources: Natura 2000 Network, Key Biodiversity Areas – IUCN, UNESCO World Heritage Centre

Type of land use	Surface area (hectares or m2)
<i>Total sealed surface area</i>	2,628 m2 (offices + warehouse + courtyard)
<i>Total nature-oriented surface area on-site</i>	700 m2 used for external garden at the warehouse
<i>Total nature-oriented surface area off-site</i>	-
<b>Total land use</b>	<b>3,328 m2</b>

### Impacts and measures adopted

Given the type of activity we perform and the absence of production processes, we have not identified significant impacts on biodiversity. We do not withdraw natural resources or make direct releases into the natural environment. However, we maintain a cautious approach, ensuring proper management of external spaces and compliance with applicable environmental regulations.

## 3.4 B6 Water

### Management of water resources

Our activity involves limited use of water resources, as we do not carry out industrial production activities and do not use water in product transformation processes.

Water withdrawal is exclusively linked to the civil uses of the offices and warehouse areas, such as restrooms and the normal daily activities of the staff; in the reference period, the total volume withdrawn from the public water network was 222 m<sup>3</sup>.

The water used is entirely conveyed into the public sewer system, with no direct discharges into natural water bodies. We do not have rainwater collection and reuse systems and do not perform withdrawals from alternative sources such as wells, surface watercourses, or other companies.

Net water consumption is zero, as the volumes withdrawn coincide with those discharged into the public sewer system and there are no industrial uses of water. Furthermore, we do not operate in areas classified as having high water stress. Considering these elements, the impact of our activity on water resources is considered non-significant.

		All sites (m <sup>3</sup> )	Sites in water-stressed areas (m <sup>3</sup> )
<b>Water withdrawal</b>	<i>quantity of water withdrawn from the public water network (bills), groundwater from own wells, water withdrawn from rivers or lakes, or water received from other companies</i>	222	0
<b>Water discharge</b>	<i>quantity of water transferred directly to receiving water bodies, such as lakes or rivers, to the public sewer system, or to other companies for cascade water use</i>	222	-
<b>Rainwater collection</b>		0	0
<b>Water consumption</b>	<i>[withdrawal + rainwater collection - discharges]</i>	<b>0</b>	<b>0</b>

### 3.5 B7 Waste and circular economy

We adopt practices oriented towards the efficient use of resources and responsible waste management, in consistency with the principles of the circular economy and the nature of our commercial and logistics activities. We are members of the CONAI (National Packaging Consortium) and POLIECO (National Consortium for the Recycling of Polyethylene Waste), supporting the integrated waste recovery system.

#### Waste management

The waste we generate is predominantly non-hazardous and derives mainly from packaging, shipping, and office management activities. The main types include waste cardboard, plastic films, plastic strapping, end-of-cycle wooden pallets, and municipal waste from the offices. Waste cardboard is sent for recycling through dedicated circuits, contributing to the reduction of waste destined for disposal. Other types of waste, such as cellophane, residual sleeves, plastic strapping, and office waste, are managed according to the established procedures, with delivery to authorized operators. No hazardous waste was generated during the reference period.

	Total waste produced (Kg/Ton)	Waste destined for recycling or reuse	Waste destined for disposal
<b>Non-hazardous waste</b>	<b>5,800</b>		
waste cardboard	4,320	yes	
cellophane	180		yes
sleeves and other waste products (not returned to respective suppliers)	10		yes
discarded wooden pallets	600		yes
plastic strapping	390		yes
office dry waste	300		yes
<b>Hazardous waste</b>	<b>0</b>		

#### Recyclable content in products and packaging

We pay particular attention to the choice of materials used in our products and packaging, favoring solutions that allow for correct disposal at the end of life and promote circular economy principles. Based on available information, a significant portion of the materials used in products and packaging is recyclable. Specifically, the majority of the packaging consists of cardboard and materials that can be sent for recovery, while we limit the use of non-recyclable materials only to cases where it is necessary to ensure the protection and integrity of products during transport. Overall, **the recyclable content in products and packaging represents approximately 74% of the total weight**, highlighting our focus on using materials compatible with the principles of recovery and reduction of environmental impact.

	Weight ( Kg)
<b>Total weight of recyclable materials in products and packaging</b>	<b>4,320</b>
<b>Total weight of materials in products and packaging</b>	<b>5,800</b>
<b>Percentage of recyclable materials</b>	<b>74%</b>

### 3.6 B8 Workforce

Our workforce consists of a total of **10 employees**, with a gender distribution of **6 women and 4 men**. This composition reflects our attention to diversity and inclusion issues, particularly regarding female representation.

Gender	Number of employees (by headcount or full-time equivalents)
Male	4
Female	6
Other	-
Not reported	-
<b>Total employees</b>	<b>10</b>

All employees are employed under **permanent contracts**, confirming the company's desire to guarantee job stability and professional continuity. The entire workforce operates in Italy, at the company's premises. The positive and lasting relationship with all employees represents one of the company's strengths, and workforce loyalty is very high. Turnover is extremely low. Furthermore, we adopt organizational **flexibility policies** aimed at encouraging the reconciliation of work and private life, including the possibility of using **part-time work**, mainly used by female employees, and **smart working**, where compatible with the tasks performed.

Type of contract	Number of employees (by headcount or full-time)
Fixed-term contract	-
Permanent contract	10
<b>Total employees</b>	<b>10</b>

### 3.7 B9 Health and safety

We place particular attention on protecting the health and safety of our workers, considering the well-being of people as a central element of our corporate organization. We subject all employees to periodic health surveillance, including medical examinations and specific checks based on the tasks performed. Periodic eye examinations are also provided for staff, as well as specific checks dedicated to workers involved in operating forklifts and more critical tasks, aimed at periodically verifying their fitness for the job performed. We conduct **periodic assessments of health and safety risks**, entrusted to qualified third parties. In particular:

- a **work-related stress risk assessment** is carried out every two years, in anonymous form and separated by department;
- for warehouse personnel, an assessment of the risk related to the **impact of climate change on workers** is conducted by monitoring environmental parameters such as temperature and humidity.

Based on the assessments performed, preventive and organizational measures have been adopted to reduce operational risks, including:

- written procedures for managing warehouse activities and loading and unloading operations;

- limitation of manual handling of loads through investments in dedicated machinery;
- definition of safety rules also for external transporters (turning off the vehicle, exiting the cabin, speed limits set at 5 km/h).

The competent physician has the authority to impose any individual operational limitations, for example, on the handling of loads, in order to protect the health of workers. We also direct great attention to safety training: warehouse personnel are trained as fire safety officers, supervisors, and for emergency management. The work environments are equipped with smoke detection and fire-fighting systems. During the reference year, the total number of hours worked was 15,221.5 hours. During the reporting period, no serious injuries or deaths due to occupational diseases or accidents occurred.

	Number
Number of workplace accidents in the reference period	0
<b>Total number of hours worked in a year by all employees</b>	<b>15,221.5</b>
<b>Recordable workplace accident rate</b>	<b>0</b>
Number of deaths due to workplace accidents in the period	0
Number of deaths due to occupational diseases in the period	0

### 3.8 B10 Remuneration and collective bargaining

We apply remuneration policies compliant with current legislation and the relevant national collective bargaining agreements. We guarantee fair and transparent economic conditions, ensuring that salary levels meet at least the minimums required by law.

In the reference period, the entry-level salary for the lowest occupational category (excluding interns) corresponds to €1,809.65 on a full-time monthly basis. This value is aligned with the minimum wage permitted by applicable regulations.

The analysis of average hourly wages does not show a **gender pay gap** to the disadvantage of women. The analysis highlights an equal treatment between women and men.

	<i>Ratio between entry level and minimum wage</i>	Amount (€)
<b>Entry-level salary</b>	full-time salary of the lowest occupational category (no interns)	1,809.65
<b>Minimum wage</b>	minimum labor compensation per hour, or other unit of time, permitted by law	1,809.65
<b>Index</b>		<b>1</b>

Percentage gap between female and male employees	Amount (€)
Average gross hourly pay for female employees	12,99
Average gross hourly pay for male employees	12,46
<b>Percentage gap</b>	<b>+4,25%</b>

We ensure compliance with the provisions regarding **national collective bargaining** and the protections provided for workers, including aspects relating to working hours, remuneration, and trade union rights. 100% of our employees are covered by collective labor agreements.

Collective bargaining coverage	Number
Number of employees covered by collective labor agreements	10
Number of employees	10
<b>Index</b>	<b>1</b>

### 3.9 B11 Value chain

#### Presence of an impact identification process

We have a process in place aimed at identifying any potential risks and negative impacts on workers, the community, and other stakeholders in relation to our activities, products, and services.

#### Description of the process

We have implemented internal procedures for the identification and prevention of potential risks to the health and safety of workers, as well as for the protection of operators involved in the value chain. These procedures include **periodic health surveillance**, work-related stress risk assessments, assessments of risks associated with climate change for warehouse operators, and supplier evaluations, aimed at ensuring compliance with quality and safety standards.

#### Description of potential impacts

Given that the company does not operate a production plant and does not carry out activities involving atmospheric emissions, industrial water discharges, or spills of substances into the environment, no significant negative impacts on the environment or the surrounding community have been identified. Our activities focus primarily on commercial, logistics, and technical support functions, for which we have adopted preventive measures aimed at protecting the health and safety of workers and other parties involved.

### 3.10 B12 Anti-Corruption

RTE operates in full compliance with current regulations regarding **fairness, transparency, and legality** in the conduct of its business activities. During the reporting period of this Sustainability Report, there were **no convictions or sanctions** recorded for violations of laws relating to **active or passive corruption**. The absence of corruption incidents confirms our commitment to **ethical conduct** and regulatory compliance, including in our relationships with customers, suppliers, and other stakeholders.

## 4. CONCLUSIONS

This Sustainability Report represents our **first structured step** toward reporting our environmental, social, and governance practices in accordance with the **VSME Standard – Basic Module**.

Through the analysis of the required metrics, we have been able to **systematize** existing information and highlight concrete actions already in place, particularly regarding **occupational health and safety**, responsible resource management, and operational process quality.

Although we operate in a context without manufacturing plants or significant direct environmental impacts, we demonstrate a **responsible approach** to managing energy consumption, waste and packaging, as well as in our **supplier selection and evaluation** processes. On the social front, we confirm a strong commitment to **employee well-being**, training, workplace safety and compliance with contractual and wage regulations.

The Report also identifies areas for **future development**, such as improving the collection and structuring of environmental data and the progressive strengthening of our **ESG policies**. We plan to **strengthen dialogue** with our main suppliers regarding ESG matters, in order to play an active role in promoting **widespread sensitivity** to ESG issues. We intend to use this document as a **baseline** for a journey of continuous improvement, enhancing over time the transparency and quality of the information provided to our stakeholders.