



our knowledge into your pieces

**Sustainability Report 2023**  
**VIRMAgroup**

## our knowledge into your pieces

Founded in 1972, Virma is a solid and dynamic company located in the heart of Brianza, Lombardy's engineering district of excellence.

The new headquarters, developed over 16,000 m<sup>2</sup> and inaugurated in 2012, is a model of organization, order, and modernity. The production site inaugurated in 2013 in Bulgaria is from the same mold.

VIRMAgroup produces precision metal components using the latest technologies.



## VIRMAgroup in numbers

1972

YEAR OF ESTABLISHMENT



ITALY 16.000 M<sup>2</sup>



BULGARIA 1.500 M<sup>2</sup>

57

NUMBER OF EMPLOYEES

# 1. VIRMA'S HISTORY

## 1.1 VIRMA's establishment

Founded in 1972, VIRMA has consolidated a path of growth characterized by continuous investment in technology, machinery, and devices for design and optimization.

In May 2022, VIRMA S.p.A. celebrated 50 years of activity with all the Staff and President Mr. Eraldo Agostini.



## 1.2 Timeline

1972

VIRMA Srl produces small metal parts in the first historic site in Bresso, in the Milanese hinterland. Specialized in the deep drawing sector, then in shearing-bending with the purchase of the first Bihler in the early seventies, VIRMA saw its production park and customer portfolio grow to the point of needing a larger production space.

2001

Not far from the headquarters, VIRMA opened a second factory, bringing the total surface area available to 5.500 m<sup>2</sup>.

1979

VIRMA moved to a new factory in Ronco Briantino, which expanded in 1986 to accommodate the internal tooling department. The fleet of machines grew considerably up to requiring additional production area.

2012

VIRMA inaugurated the new headquarters in Sulbiate: developed over 16.000m<sup>2</sup> in the heart of productive and technological “Brianza” area, the engineering district par excellence, 20 km from Milan, overlooking the main interregional and international communication routes.

2008

Solidifying the corporate assets led to VIRMA becoming a joint-stock company and establishing a network of integrated companies to achieve strategic and competitive advantages (VIRMAgroup).

2013

VIRMA inaugurated the new production site in Plovdiv, Bulgaria. This step bears witness to the company solid and constant tendency towards growth and innovation. It also settles the consolidation of VIRMA's presence on the market through targeted investments aiming at excellence.

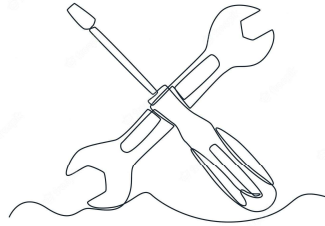
## 1.3 Philosophy

The cornerstones on which VIRMAgroup bases its work are dynamism, immediacy in communications, and maximum transparency, from design to commissioning of all the equipment.

The size of our company allows us to aspire to complex industrial relations without compromising the streamlined and prompt response that only a flexible structure can ensure.







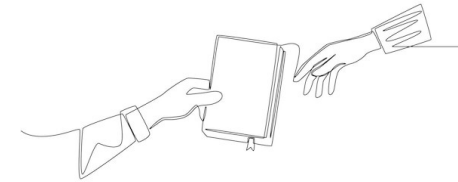
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## QUALITY

Customer satisfaction and product quality are at the heart of VIRMAgroup values and its corporate strategy.

It is a VIRMAgroup commitment to satisfy a high level of quality in product development.

All VIRMAgroup sites share the same quality standards.



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## ETHICS

### **Compliance with laws, rules, and regulations**

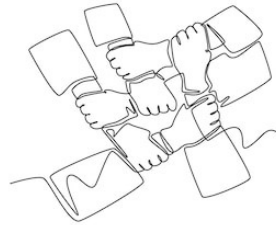
VIRMAgroup pursues the compliance of its activities with all laws and regulations, on which it never compromises.

### **Honesty**

VIRMAgroup requires its employees to behave with honesty; no gift may be accepted or offered concerning one's professional activity.

### **Competition**

VIRMAgroup conducts its business based on fair competition.



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## PEOPLE

### **The key to success**

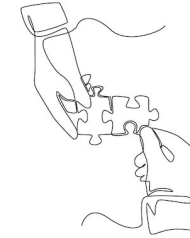
VIRMAgroup considers its people the key to its success. For this reason, it respects their dignity, privacy, and personal rights, fighting all forms of discrimination based on origin, nationality, religion, race, gender, age, and sexual orientation. VIRMA requires appropriate behavior from all employees.

VIRMAgroup promotes free association and the free exchange of ideas and opinions in the workplace.

The personal data of each worker are considered strictly confidential.

### **Staff health and safety**

Physical and psychological health and safety are considered paramount.



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## RESPONSIBILITY

### **Corporate Responsibility**

VIRMAgroup knows that corporate responsibility also means respect, protection and improvement of the environment in which it operates.

The production processes and plants are organized to reduce, where possible, the environmental impact.

VIRMAgroup recognizes the importance of its role in the community and is (therefore) committed to developing charitable projects.

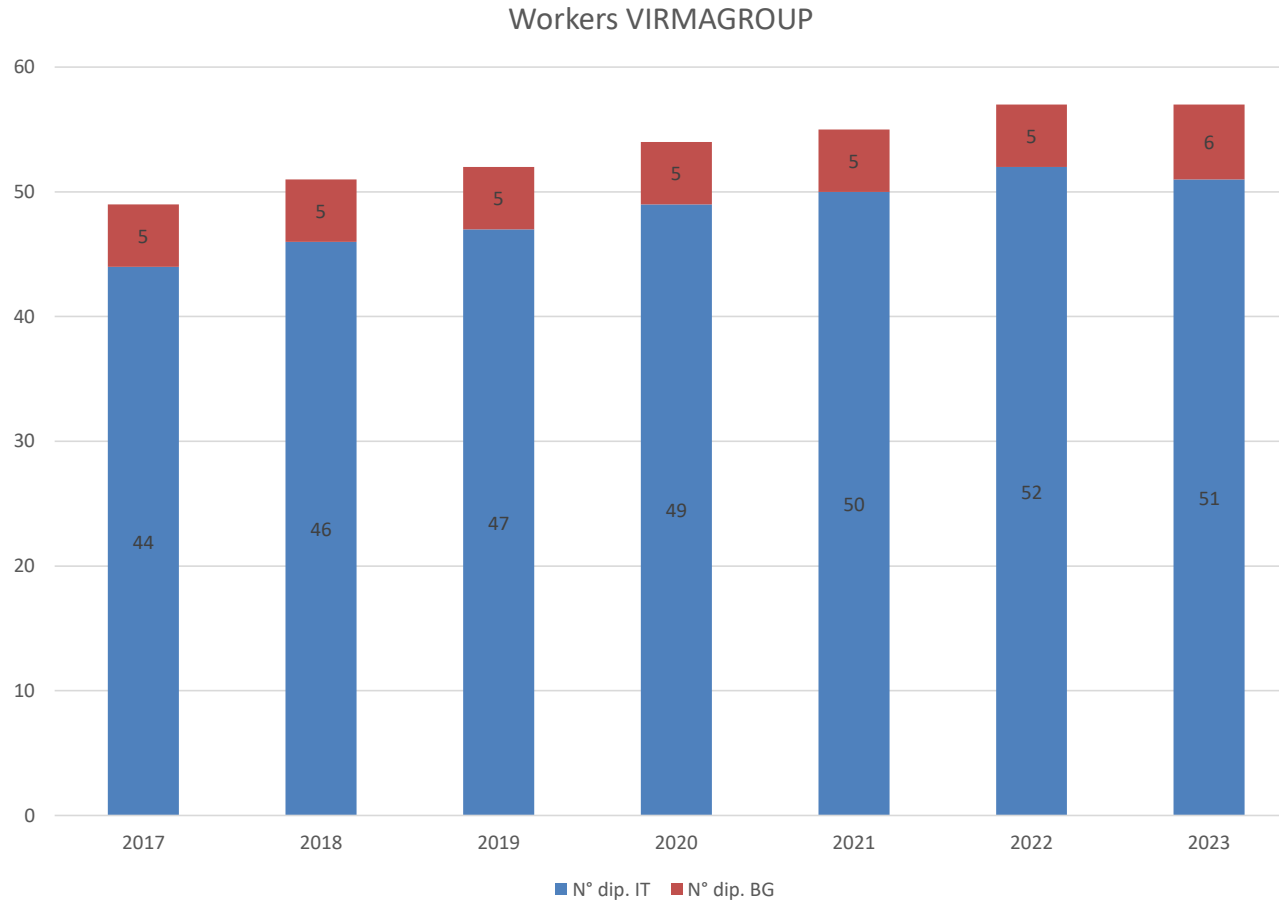
### **Company Code of Ethics**

The same vision and responsibility for quality, ethics, people, the environment and the community, formally expressed in the Company Code of Ethics, is required of all business partners, starting with suppliers.

# 2.

# OUR RESPONSIBILITY

## 2.1 Our people



Women in the Company are 22% of the Company people

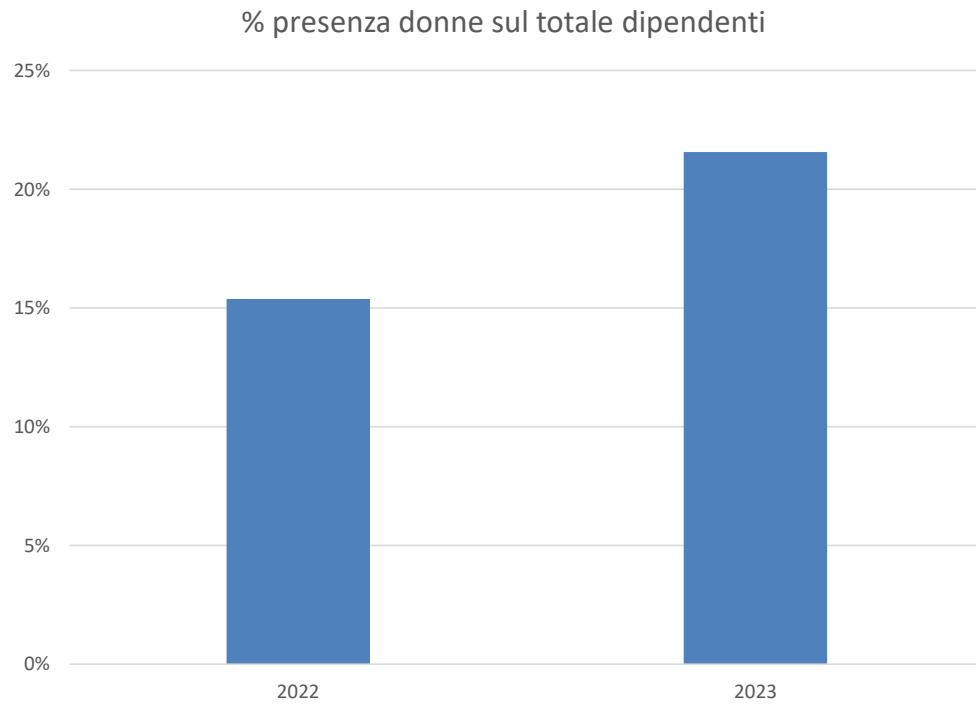


Diagram: company people divided by gender 2023

Company population with direct hiring, divided by type of contract, is shown below.

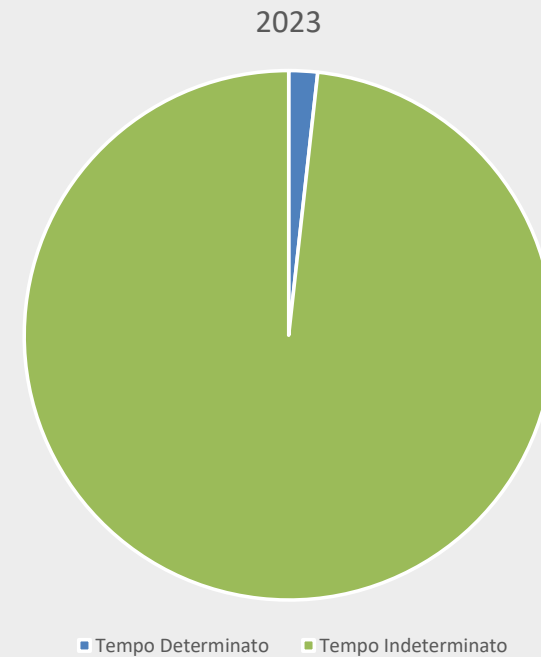
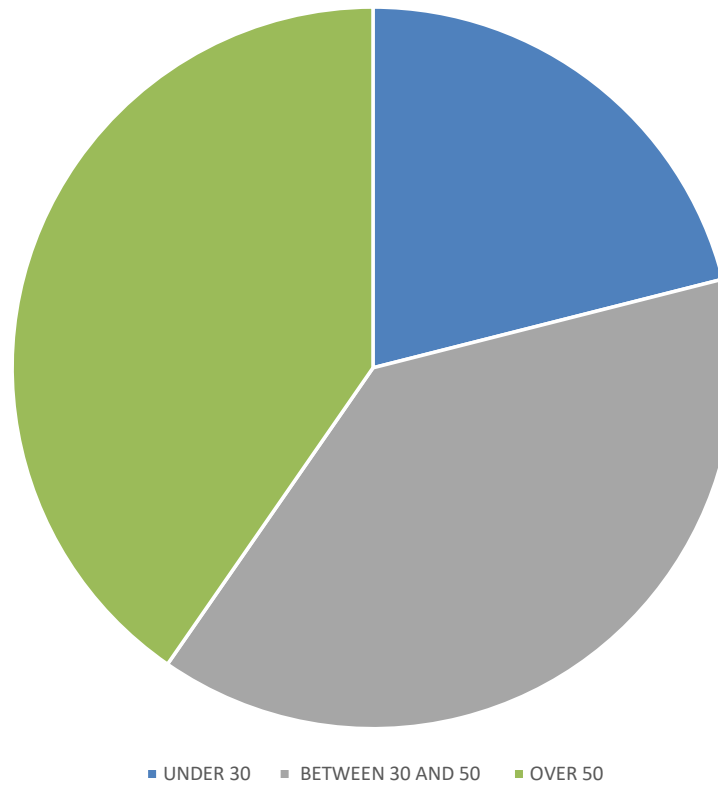


Diagram: company people divided by type of contract on December 31, 2023

Diagram: company people by age group on December 31, 2023



## 2.2 Health and Safety

VIRMAgroup has always been active and constantly committed to protecting the health and safety of its workers.

To monitor the training needs relating to each company area, VIRMAgroup has entrusted an external Prevention and Protection Service Manager (PPSM), who has to:

- **Define the safety procedures** relating to company activities and risks;
- **Propose appropriate training** and refresher programs ;
- **Provide the necessary information** on specific company risks to employees.

On the side, it is possible to see the details of annual training hours.

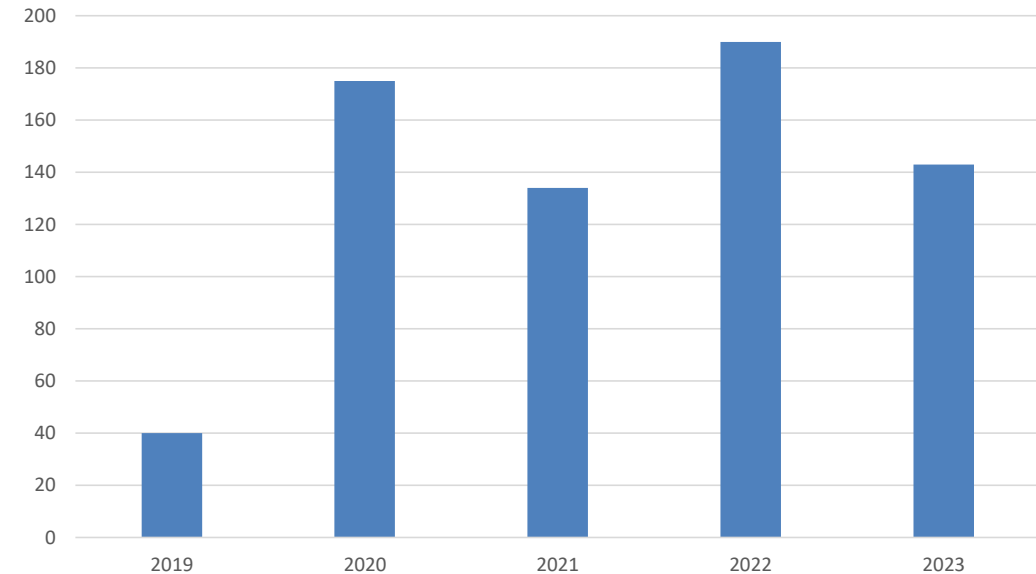


Diagram: health and safety annual training hours 2019-2023

	2018	2019	2020	2021	2022	2023
Hours worked/year	76.248,00	80.509,25	71.872,49	78.954,50	83.519,50	88.067,25
Number of injuries	0	1	0	1	1	0
Injury severity index (LTI)	0,00	6.968,14	0,00	7.757,63	862,07	0,00
Injury frequency index (TRI)	0,00	12,42	0,00	12,67	11,97	0,00

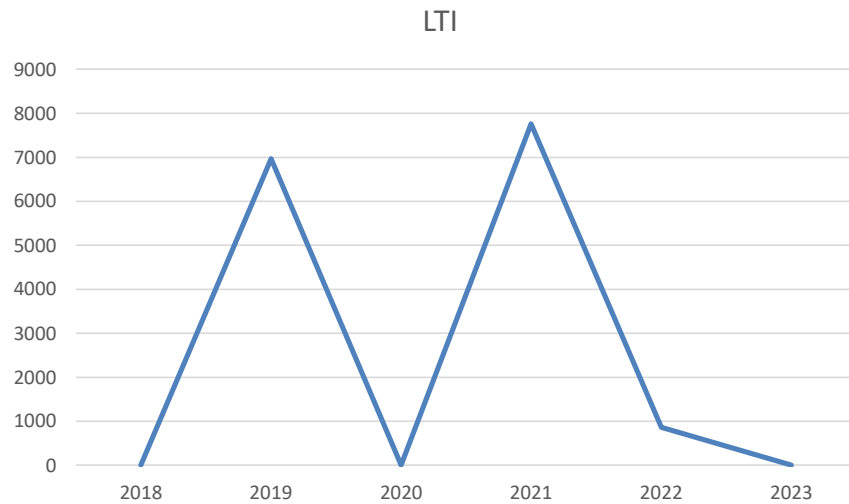


Diagram: lost time injury 2018-2023

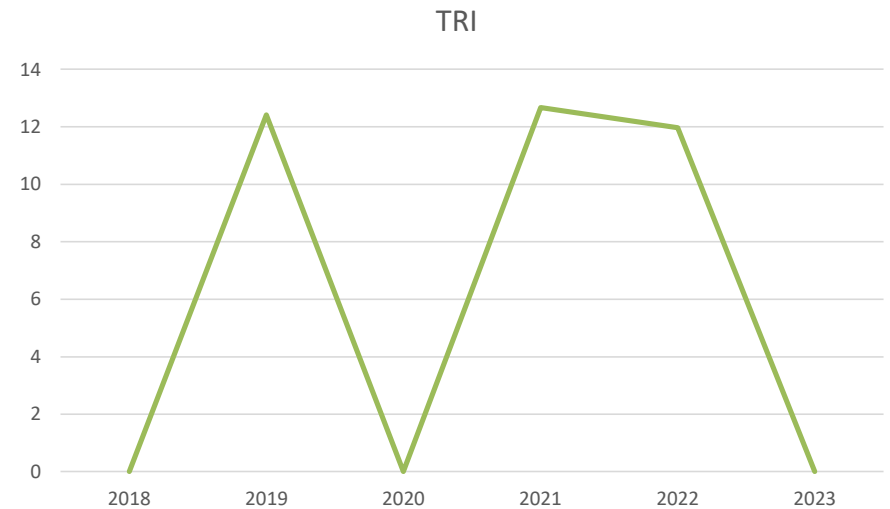


Diagram: injury frequency 2018-2023



# 3.

# OUR APPROACH TO ENVIRONMENTAL SUSTAINABILITY



Sustainable development also includes respect for the environment.

VIRMAgroup is aware of its role in protecting the environment: the company is the first economic actor responsible for promoting sustainability policies.

For this reason, VIRMAgroup is constantly committed to improving its production processes by promoting the development of technologies that reduce the environmental impact as much as possible.

From a perspective of total transparency, this chapter was created to the environmental impacts of VIRMA.



### 3.1 Consumption and use of raw materials

VIRMAgroup mainly purchases metals: steel, copper and its alloys, silver, and aluminum.

Auxiliary materials are also used in the production process, such as oils for lubrication, plastics and cardboard for packaging.

The raw materials incoming the sites are supplied from Italy, UE and ExtraUE suppliers.

	2020	2021	2022	2023
Tonn	3600	4700	4550	2294

## 3.2 Water Resources

VIRMAgroup is aware that water is a common good and, therefore, a precious resource to be preserved; for this reason, all possible efforts have been made to reduce consumption.

The production process does not involve water consumption: therefore, the volumes of water for domestic use are the main contribution.



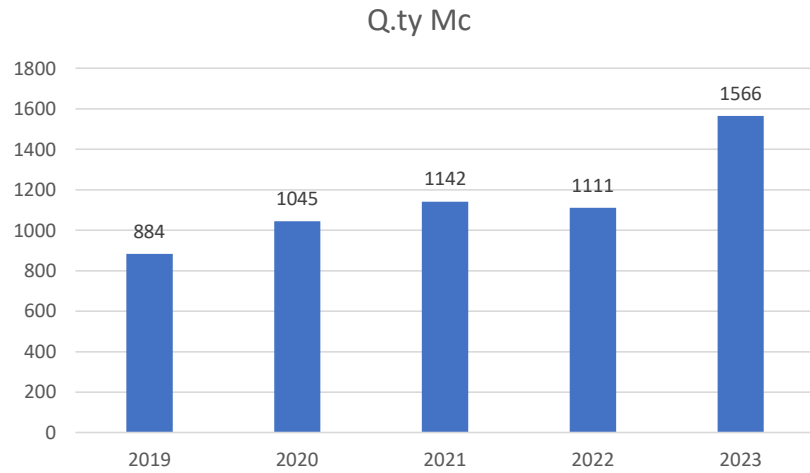


Diagram: water consumption in cubic meters 2019-2023

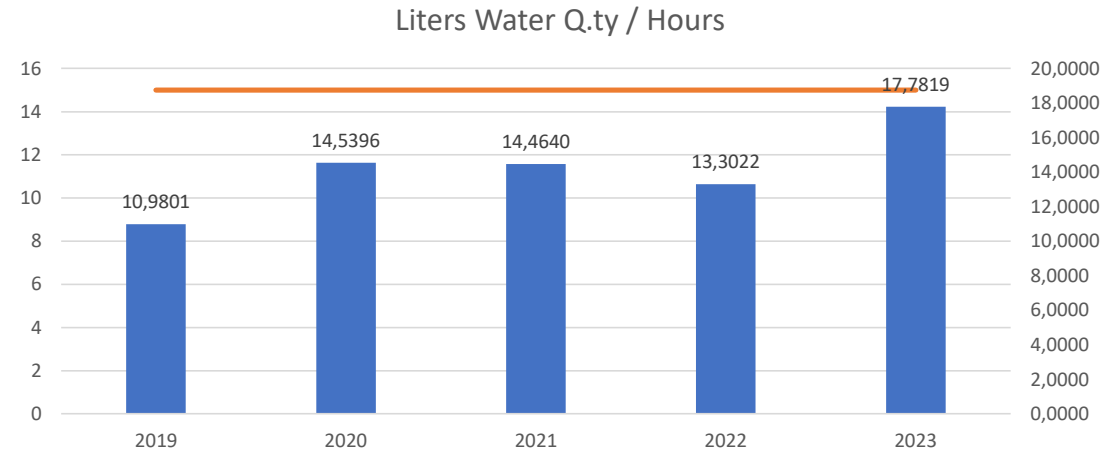


Diagram: water consumption in liters in relation to hours worked 2019-2023

The recovery of a resource such as water is of fundamental importance for VIRMA.

VIRMA recovers 100% of the water produced by the water-oil separation in the compressed air production circuit.



### 3.3 Energy

Energy consumption is one of the main environmental aspects for VIRMAgroup.

Electricity consumption mainly depends on the power source of the production machines, the lighting, and the air conditioning systems in the work areas.

With regard to the lighting of the work areas, presence detectors have been installed that allow lights to be switched on only when necessary.

The electrical energy is entirely sourced from the grid and is 100% generated from renewable sources (gaseous biomass, hydroelectric, and oceanic).

The second energy source utilized on-site is methane gas, which is solely employed for air conditioning.



## Energy Intensity

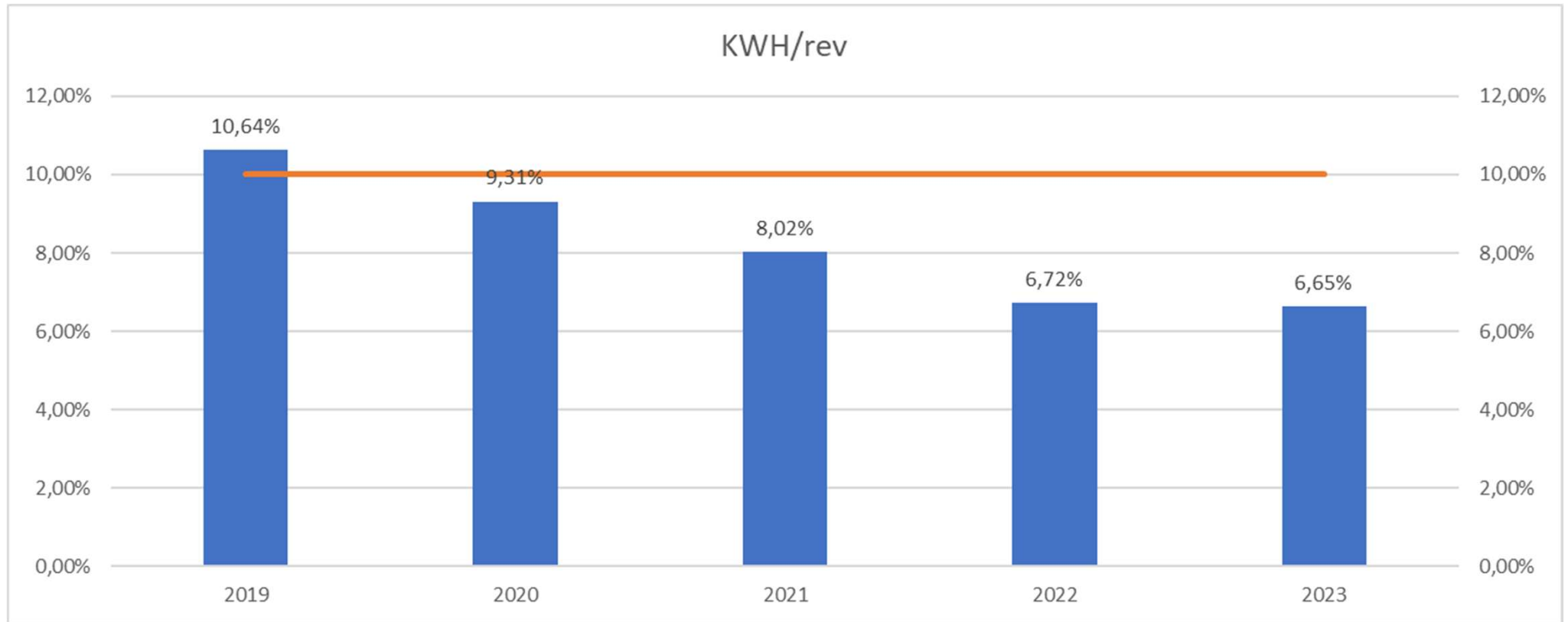


Diagram: energy intensity expressed in kilowatt-hours compared to the revenue



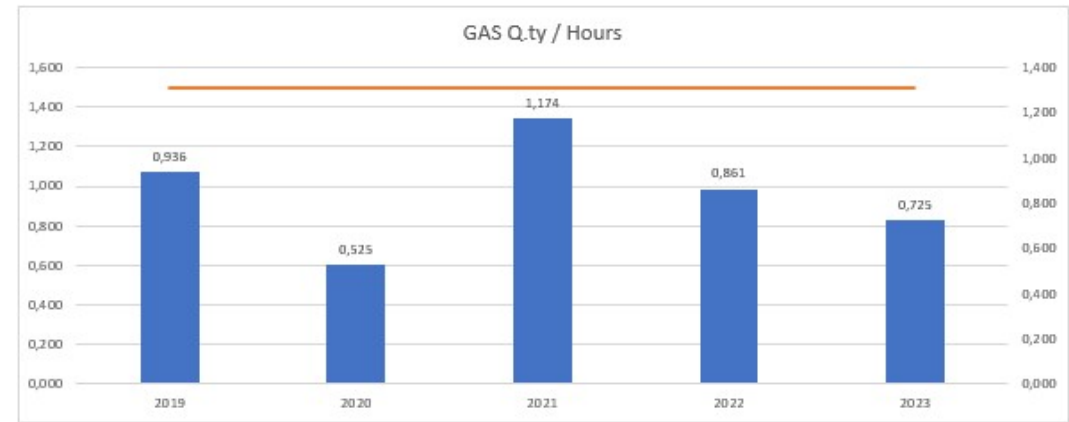
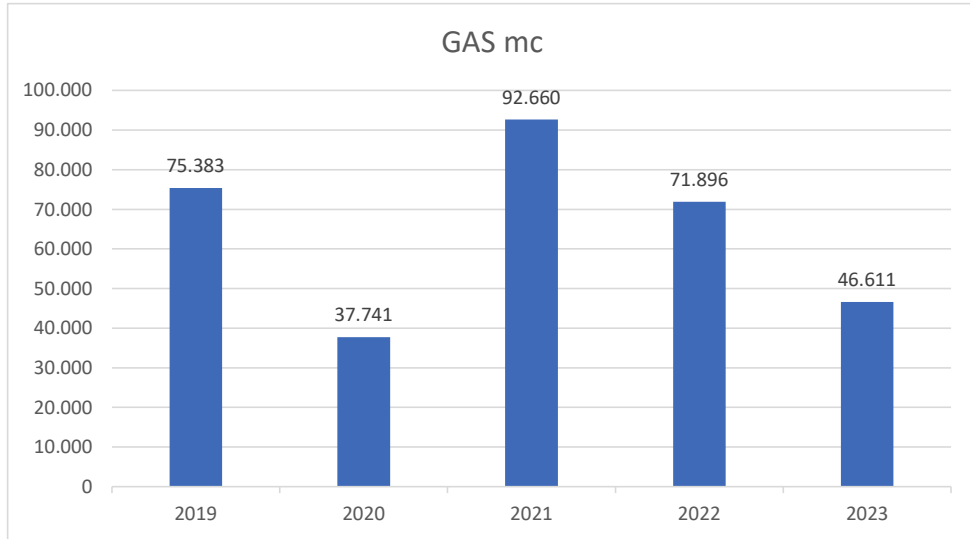


Diagram: absolute value of natural gas consumption in cubic metres 2019-2023

Diagram: consumption of natural gas compared to hours worked 2019-2023

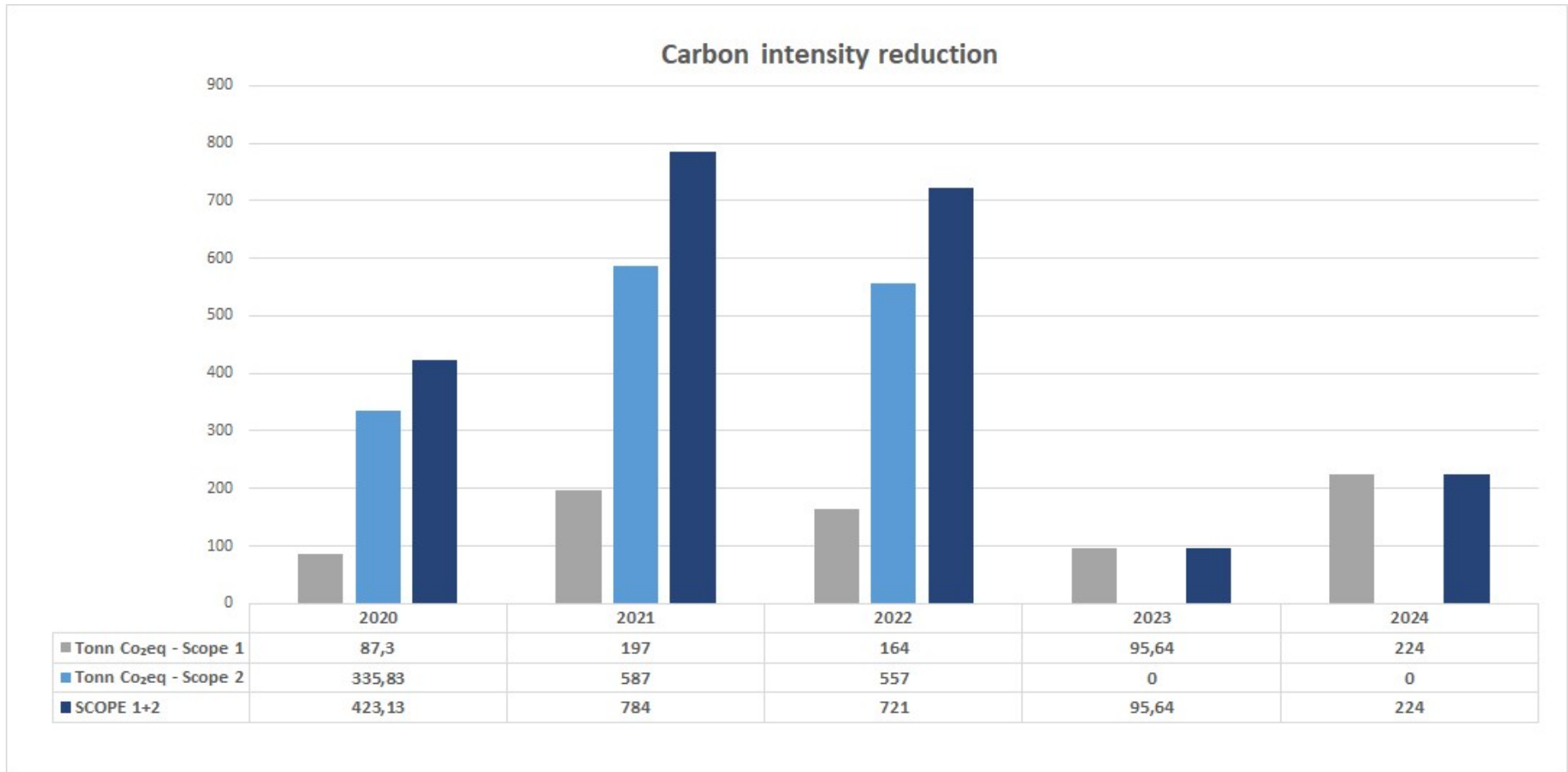


### 3.4 Atmospheric Emissions

In 2019, Virma started reporting CO2 equivalent emissions derived from combustion processes, company vehicles, purchased electricity, and air conditioning and refrigeration.

**VIRMA is 100% renewable energy since OCT 2022**

Anno / Year	2020	2021	2022	2023	2024
Tonn Co <sub>2</sub> eq - Scope 1	87,3	197	164	95,64	224
Tonn Co <sub>2</sub> eq - Scope 2	335,83	587	557	0	0
SCOPE 1+2	423,13	784	721	95,64	224
Fturnover (IT) €	10.349.000	14.266.000	15.976.000	16.140.219	14.951.840
Intensity	0,00004089	0,00005496	0,00004513	0,00000593	0,00001498

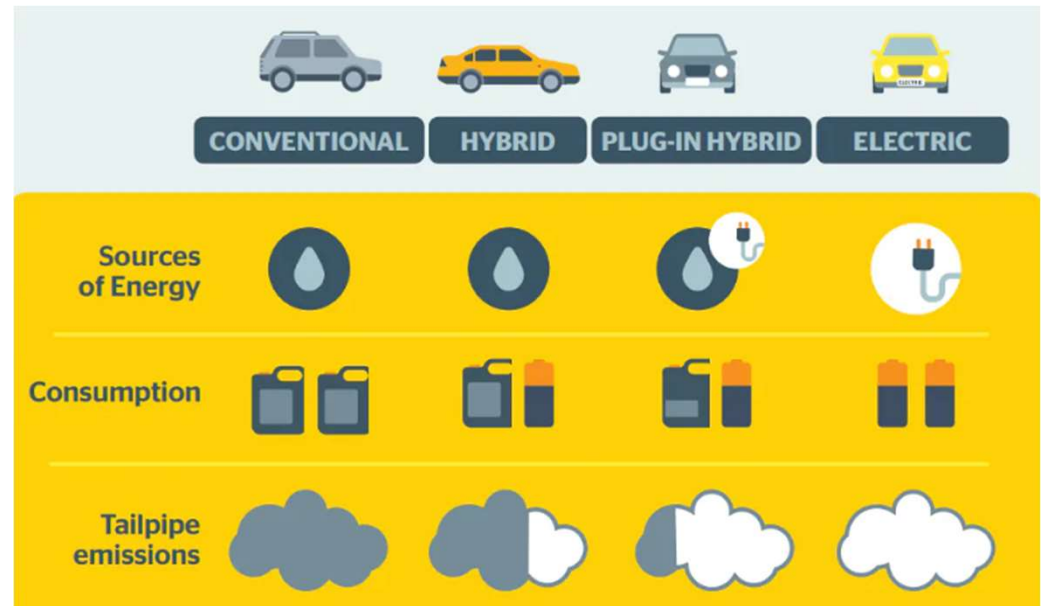


RIF	OLD Car	Class	CO2 gr/Km	Annual KM	Tonn CO2
MM	VW Passat	E5	159	15000	2,385
AS	BMW X1	E6D	155	15000	2,325
RP	BMW 520 D	E6B	127	15000	1,905
LF	MAZDA C5	E6B	144	15000	2,160
					<b>8,775</b>

NEW car	CO2 gr/Km	Class	Annual KM	Tonn CO2
VW Tiguan	9	E8	15000	0,135
Volvo XC60	23	E8	15000	0,345
Volvo V90	19	I2	15000	0,285
Volvo XC60	23	E8	15000	0,345
				<b>1,110</b>



Reduction of CO2 emission by vehicle innovation



### 3.5 Waste

VIRMAgroup is constantly committed to reducing the volumes of waste deriving from its production and work office activities.

As regards the "domestic" waste produced in all work areas, careful separate collection is carried out.

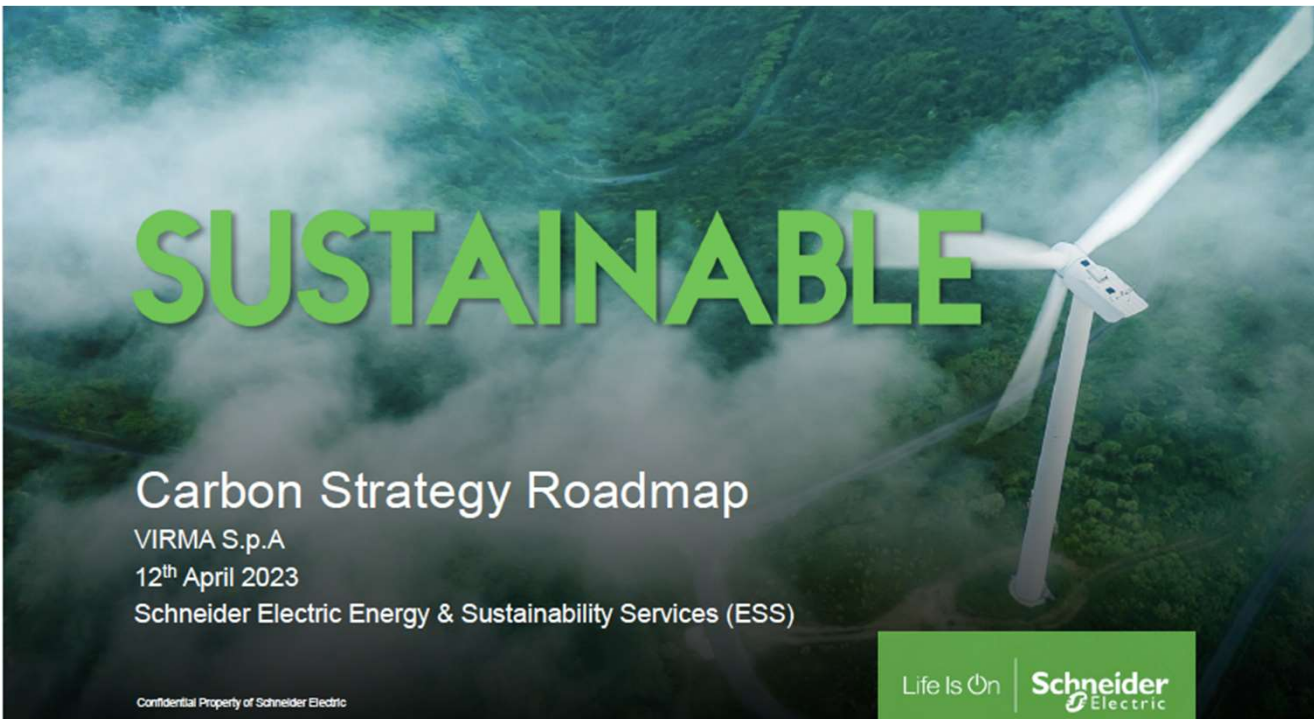
VIRMAgroup produces 0.94% of hazardous waste, stored in special tanks and consequently disposed of through qualified third parties in compliance with current legislation.



TIPO DI RIFIUTO	CODICE RIFIUTO	2019 KG	% SUL TOT	2020 KG	% SUL TOT	2021 KG	% SUL TOT	RECUPERO	2022 KG	% SUL TOT	RECUPERO
Polveri e particolato di materiali ferrosi	120102	608680	88,86%	604914	88,34%	878183	94,15%	SI	888091	90,19%	SI
Limatura, scaglie e polveri di materiali non ferrosi	120103	3792	0,55%			9464	1,01%	SI	35096	3,56%	SI
Emulsioni e sostanze per macchinari, non contenenti alogeni	120109*	4860	0,71%	2600	0,38%	4780	0,51%	NO	5140	0,52%	NO
Imballaggi di legno	150103	19280	2,81%	9120	1,33%	15840	1,70%	SI	23750	2,41%	SI
Rame, bronzo, ottone	120104	43313	6,32%	28470	4,16%	15892	1,70%	SI	5196	0,53%	SI
Assorbenti, materiali filtranti (inclusi filtri dell'olio non specificati altrimenti), stracci e indumenti protettivi contaminati da sostanze pericolose	150202*								600	0,06%	SI
Assorbenti, materiali filtranti stracci e indumenti protettivi, diversi da quelli di cui alla voce 15 02 02	150203	300	0,04%						612	0,06%	SI
Rifiuti liquidi acquosi, contenenti sostanze pericolose	161001*	4740	0,69%	4380	0,64%	3980	0,43%	NO	4120	0,42%	NO
Apparecchiature fuori uso	160213								10	0,00%	SI
Apparecchiature fuori uso	160214			1200	0,18%				200	0,02%	SI
Rame, bronzo, ottone	170401					4641	0,50%	SI	13112	1,33%	SI
Ferro e acciaio	170405			33900	4,95%				8688	0,88%	SI
Batterie al piombo	160601										
Batterie alcaline	160604										
Toner per stampanti	80318	8	0,00%						20	0,00%	SI
Clorofluorocarburi, HCFC, HFC	140601*										
Tubi fluorescenti	200121*			140	0,02%				5	0,00%	SI
TOTALE		684973	100,00%	684724	100,00%	932779	100,00%		984640	100,00%	

This is the waste recovery value achieved at VIRMA, and it is the result of our ongoing commitment to environmental sustainability.





### 3.6 Zero Carbon Project

VIRMAgroup collaborates with its major clients to contribute to achieving European goals in the field of environmental sustainability.

The Zero Carbon Project is one of the largest projects in which Virma participates, aiming to actively engage and implement all necessary actions to achieve a 1.5°C reduction in global temperature.



## Next Steps & Recommendations

**3 Implement Energy Efficiency Actions / Programme** - Implement energy efficiency projects and continue resource efficiency

- I. Implement a Monitoring & Targeting programme across the site to collect process/equipment specific consumption data, and implement relevant KPIs & reduction targets on this significant consumption
- II. Establish pipeline of Efficiency Projects and set up level of expected on-going Energy / Carbon savings
- III. Further develop future efficiency projects, through deeper dive on desirable projects to be identified through dedicated SE Energy Audit reports
  - Energy monitoring system
  - VSD driven air compressor
  - Master controller for compressors
  - Heat recovery on main compressor
  - Instal VSD on largest pressor
  - Twilight sensor on lighting system

**Grey** - Passive Italian Electricity Grid Decarbonisation

**Blue** - Potential Reductions through Efficiency Actions

➤ Potential for Elect & Gas reductions to be established and incorporated through energy audit recommendations and internal Efficiency Project Plans.

VIRMAgroup emit a dedicated actions plan with the major action put in place in order to achieve the fixed goals.

# 4.

# OUR RELATIONSHIP WITH THE COMMUNITY

Doing business is increasingly intertwined with the external environment. It's not only about nature and respect for the ecosystem but about the social and cultural context revolving around the company and its people. It is no coincidence that at VIRMA's 50th-anniversary celebration, our guests of honor included representatives from the Lombardy Region, Assolombarda-Confindustria, the Municipality of Sulbiate, the Parish Priest, friends from associations, and social workers with whom our company has been collaborating for years.

The business has less and less to do with the mere concept of 'profit' and more and more with the notion of Social Responsibility. We work to live, not live to work. If the outcome of our work does not contribute to the improvement of society, what purpose does it serve to accumulate resources for their own sake? Giving meaning to company resources is one of the indispensable objectives that make our ethical values in business tangible.





The sponsorship of social utility projects (such as Theodora Foundation, Millemani Cooperative), cultural initiatives (local Technical High Schools and Milanese universities, Association of Friends of Sant'Ambrogio, Vimercate Journal, Il Cittadino), and sports initiatives (Pro-loco Sulbiate) is a means of supporting and integrating the local community, in which VIRMA aims to actively participate.



Since 1995, the Theodora Foundation has offered support to young patients and their families, creating opportunities for escape and comfort in the hospital. The encounter with the disease makes vulnerable: the personalized intervention focused on emotions operated by the Theodora Foundation aims to strengthen the natural resources of resistance and strength necessary to overcome the period of hospitalization.





Since 1994, the Don Mario Ciceri Association has been (taking up) volunteering, mainly in the parish, social services, ecology, everyday life, and immigrants.

The Association also takes care of helping the activities in mission lands of the Sisters of the Family of the Sacred Heart of Jesus, who, since 1985, in the Democratic Republic of Congo, have managed a nursery school, a dispensary, a social foyer (school of work), nutritional and school support centers, distance adoption projects.



FEDERAZIONE ITALIANA AMATORI SPORT PER TUTTI - APS  
Associazione di Promozione Sociale

Decreto n. 10191 del 23/07/2021  
Registro Regione Lombardia  
Sezione F-APS progressivo 237

TAFISA

FIASP

EVENTO IN ATTUAZIONE DEGLI SCOPI ISTITUZIONALI FIASP

Organizzazione: **Pro loco SULBIATE**

**DOMENICA 19 MARZO 2023**

**CAMMINATA SULBIATESE**

EVENTO LUDICO MOTORIO

**ISCRIZIONI**  
INDIVIDUALI: in loco dalle 7:30 alle 10:00  
GRUPPI (MINIMO 20 PERSONE): fino alle 23:00 di venerdì 17/03/2022.  
Inviare nome, cognome, numero di tessera per i soci FIASP o data di nascita per i non soci alla mail [camminatasulbiatese@gmail.com](mailto:camminatasulbiatese@gmail.com) o via WhatsApp al 3351540404.

RITROVO: Centro Sportivo Comunale in via Madre Laura a Sulbiate (MB)

**11ª EDIZIONE**

CONTRIBUTO DI PARTECIPAZIONE:

CON DONO PROMOZIONALE EVENTO		A SOSTEGNO DELL'EVENTO	
Socio FIASP	Non Socio FIASP	Socio FIASP	Non Socio FIASP
€ 5,00	€ 5,50	€ 2,00	€ 2,50

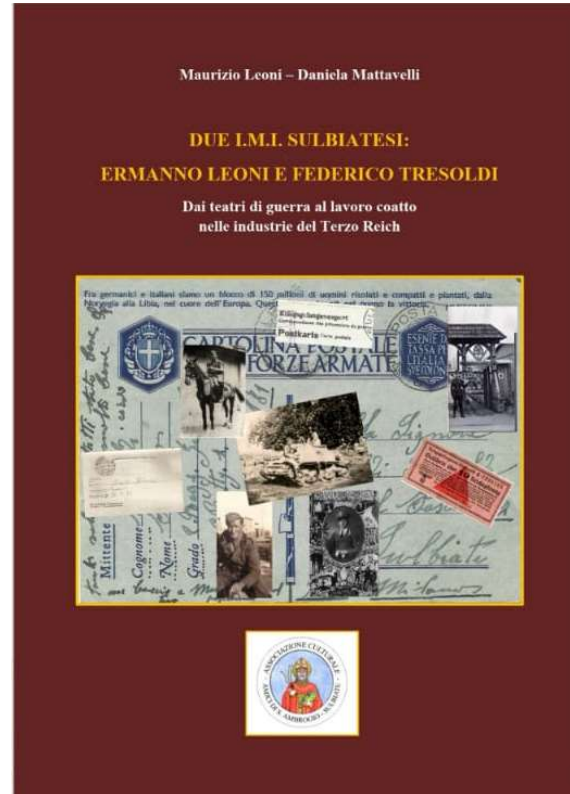
**PARTENZA: dalle 7:30 alle 10:00**

Percorsi: **4 km** AGEVOLATO E PER PASSEGGINI | **7 km** | **14 km** | **21 km**

NEL RISPETTO DELLE REGOLE ANTI-COVID l'evento è organizzato seguendo le linee guida contenute nel Protocollo Federale FIASP delle misure preventive al contrasto al contenimento della diffusione del COVID-19. Solo se necessario e richiesto da disposizioni sanitarie in vigore alla data dell'evento, le linee guida prevedono una corsa circoscritta dove è garantita l'assenza di assembramenti con distanziamento per le squadre al rientro per l'itinerario del circuito storico. Il rispetto delle norme igieniche, il comportamento da tenere da parte di tutti i portatori su tutti i percorsi, informandosi tramite cartelli esposti alla partenza.

Info: [camminatasulbiatese@gmail.com](mailto:camminatasulbiatese@gmail.com) 3351540404

Patrocino: Comune di SULBIATE P.A.N.E.



Virma sponsored the participation of its employees in the Camminata Sulbiatese, a running event organized to raise money for various associations.

Virma also participated in the sponsorship of the book *Due I.M.I. Sulbiatesi: Ermano Leoni and Federico Tresoldi*.

In the future, Virma intends to support an awareness and concrete help project for family members and people affected by senile dementia and Alzheimer's.



Virma ha a cuore la salute dei più deboli e dei più fragili, per questo motivo ha deciso di far parte dei sostenitori dell'associazione AVPS che dal 1973 è attiva sul territorio fornendo il servizio di volontariato fra cui trasporto di emergenza e non, soccorso continuità assistenziale, teleassistenza e tanto altro.



Kinderkrebshilfe Königswinkel e.V.

Il sostegno dei bambini in ospedale con la clown terapia è un altro dei progetti in cui la Virma sente la forte necessità di contribuire. Grazie al partner Bihler in Germania ha potuto essere d'aiuto anche in questo campo.

**DA TRADURRE**



Virma ha sponsorizzato la partecipazione dei suoi dipendenti alla We Run For Women, evento podistico promosso ed organizzato dalla Questura di Monza, in collaborazione con Monza Marathon Team A.S.D., la campagna istituita dall'UNESCO per sensibilizzare sul totale abbattimento della violenza sulle donne e sulla salvaguardia dei diritti umani. «Corriamo con la Polizia di Stato per fermare i femminicidi»



Parrocchia Sant'Antonino Martire  
Piazza Giovanni XXIII 11  
Sulbiate (MB) 20884

**DA TRADURRE**



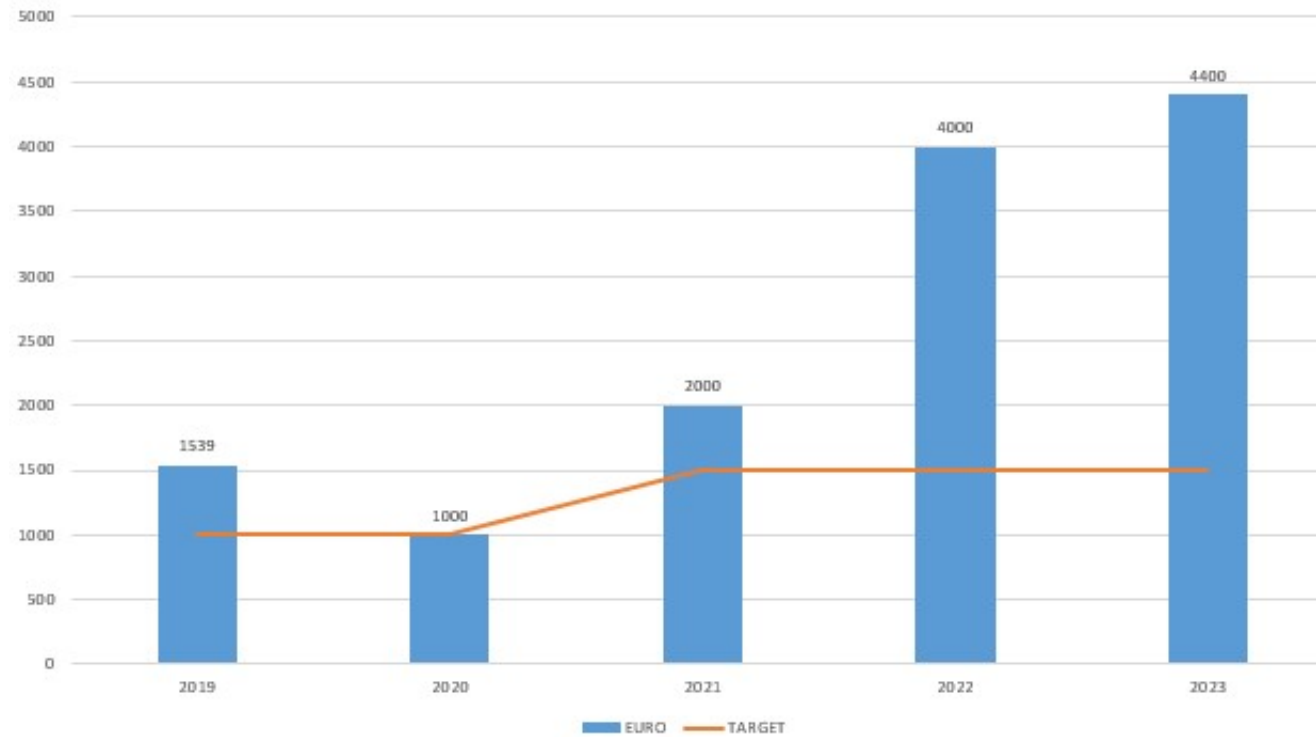


Diagram: annual charity donations in EURO from 2019 to 2023

## 4.2 Millemani Partnership



The Millemani Social Cooperative is a non-profit organization inspired by the principles of mutuality and solidarity. It achieves its social goals through the performance of various activities aimed at the employment of disabled, marginalized, and maladapted people through professional training, technical training, and the use of guided internships. Job placements are implemented by stipulating agreements in collaboration with the provinces of Monza and Brianza, Lecco, the Municipalities, and the services of U.O.I.L., S.I.L., and Social Offer.

### **It works together with various companies in the area, offering services of:**

- Advice on the application of the law of 12 March 1999, n°68: Regulations for the right to work of the disabled;
- Assembly, assembly, and packaging;
- Telework services (CTM).

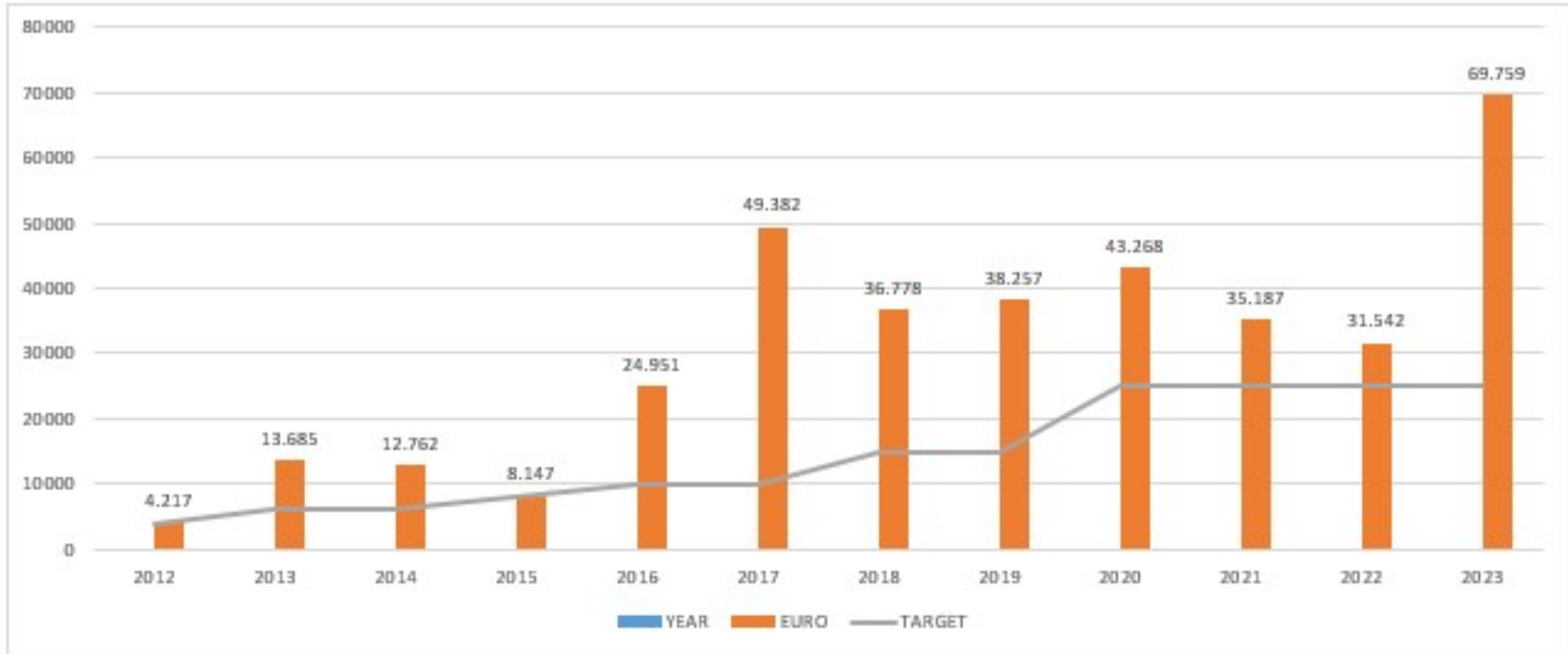


Diagram: annual revenue in collaboration with Millemani Social Cooperative

### 4.3 VIRMA for schools

