

SUSTAINABILITY
REPORT

2024



*At DAAS, sustainability is not a destination
it's a continuous journey that creates shared value
for our people, our communities, and the planet.*

Sustainability Report 2024

In accordance with the VSME voluntary standard for non-listed SMEs, published by EFRAG in Dec 2024.

1

LETTER TO STAKEHOLDERS

2

OUR APPROACH TO SUSTAINABILITY

2.1 INTRODUCTION AND ADOPTED GUIDELINES

3

COMPANY PROFILE

3.1. WHO WE ARE

3.2. WHERE WE ARE

3.3. OUR MISSION AND CORPORATE VALUES

3.4. OUR PRODUCTS

3.5. CUSTOMERS AND SUPPLIERS

3.6. RELEVANT ESG TOPICS AND THE 2030 AGENDA

4

ENVIRONMENTAL SUSTAINABILITY

4.1. POLICIES, PRACTICES, AND FUTURE INITIATIVES

4.2. ENERGY AND GREENHOUSE GAS EMISSIONS

4.3. AIR, WATER, AND SOIL POLLUTION, AND BIODIVERSITY

4.4. WATER

4.5. RESOURCE USE, CIRCULAR ECONOMY, AND WASTE MANAGEMENT

5

SOCIAL SUSTAINABILITY

5.1. OUR PEOPLE

5.2. HEALTH AND SAFETY

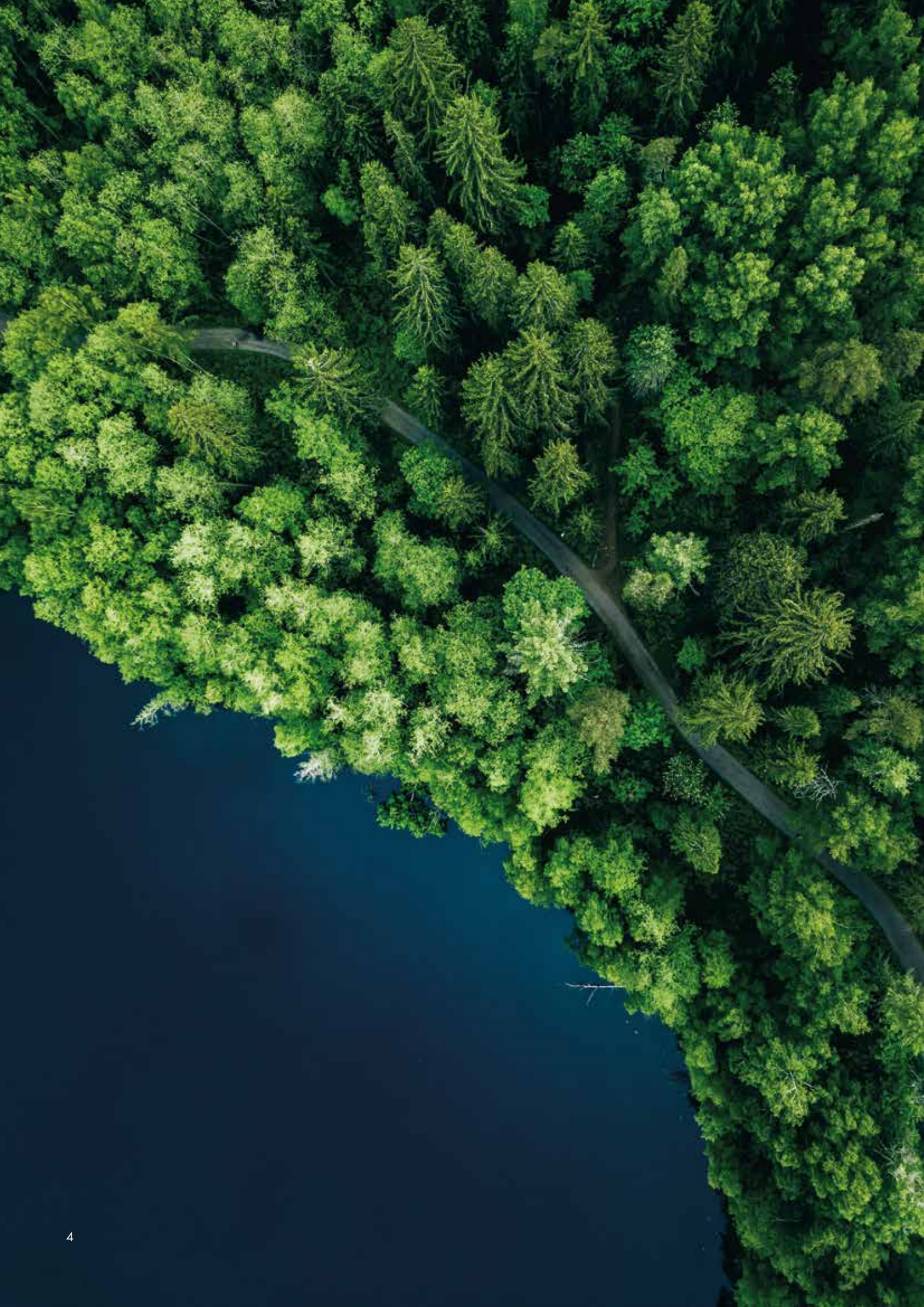
5.3. HUMAN RIGHTS

5.4. SOCIAL RESPONSIBILITY

6

GOVERNANCE

APPENDIX



1

LETTER TO STAKEHOLDERS

Dear Stakeholders,

It is with a deep sense of responsibility that we present the **2024 Sustainability Report of DAAS & Chemicals S.p.A.** which reflects our firm commitment to sustainable, ethical, and transparent growth.

This report is more than an accountability exercise: it is a platform for **dialogue and engagement** with our clients, employees, suppliers, local communities, institutions, and partners. We listen attentively to our stakeholders and value their perspectives as a vital part of our journey. This report provides an opportunity to share the results we have achieved, the challenges we have faced and the ambitious goals we have set for the future.

At DAAS, we place the **health and safety of our people** and the **protection of the environment** at the center of our strategy—ensuring that economic progress and environmental stewardship go hand in hand. For us, sustainable development means meeting the needs of today without compromising the ability of future generations to thrive.

We firmly believe that **sustainability is not a destination but a continuous journey**. With determination, we will continue to create shared value and contribute positively to the economic, social, and environmental ecosystems in which we operate.

Sincerely,

Carlo della Toffola
President
DAAS & Chemicals S.p.A.



2

OUR APPROACH TO SUSTAINABILITY

2.1

Introduction and adopted guidelines

DAAS & Chemicals S.p.A. is based in Fontanafredda, Province of Pordenone, Via delle Industrie 6, and is registered under NACE code 20.30: manufacturing of paints, varnishes and enamels, printing inks, and synthetic adhesives.

For its first Sustainability Report, DAAS & Chemicals chose to prepare its disclosure based on the Full Module of the VSME standard, the voluntary sustainability reporting standard for non-listed micro, small, and medium-sized enterprises, published in December 2024 by EFRAG.

The purpose of the Report is to communicate transparently and effectively with all stakeholders regarding the company's social, environmental, and economic impacts, as well as the commitments it has undertaken on the most relevant topics.

As this is the first sustainability report, the metrics disclosed refer to the previous year.



3

COMPANY PRESENTATION

3.1

Who We Are

The DAAS Group journey began in 2013 with the establishment of DAAS & Partners, a strategic consulting company created to support chemical industry enterprises in their growth and transformation journeys.

In 2015, a major milestone strengthened our identity: the acquisition of ICB Chemicals, a company specialized in the distribution of adhesives and paints. This marked the creation of DAAS & Chemicals, which consolidated all activities related to the chemical sector under one structure.

Today, while DAAS & Partners continues to focus on strategic consulting and business transformation processes, DAAS & Chemicals has established itself as an industrial partner, bringing concrete, product-oriented solutions to market, developed with a strong commercial vision.

Offering a wide range of products—from wood coatings to adhesives and fillers such as glues and putties—DAAS & Chemicals stands out for its quality of service and ability to provide solutions.

A significant portion of resources is invested in Research & Development to improve product performance, develop new technical solutions, and test them together with our customers to create innovative production technologies.

TIMELINE

2026	CFP (Carbon Footprint of Products) update
2025	First Sustainability Report (VSME standards)
2025	Fontanafredda (IT): installation of a photovoltaic system and electric van purchase
2024	North Carolina (USA): start of production
2023	CFP (Carbon Footprint of Products) certification of main products
2022	Sustainability: creation of the Let's Go Zero program
2021	Fontanafredda (IT): capacity expansion
2019	International Network growth through direct subsidiaries, mirrors and licencees
2018	Cavite (PH): start of production
2017	Direct subsidiaries in Philippines, USA, Mexico and Chile.
2015	ICB Chemicals acquisition > Daas & Chemicals
2013	Establishment of Daas & Partners

3.2

Where we are

Thanks to our integrated network, we can scale production volumes, meet complex timelines, and provide customers with stable and adaptable production support in any geographic area.

Our Philippines facility, operating since 2018, plays a strategic role in the international supply chain by offering technical excellence, high production capacity, and innovative, sustainable solutions for Asia-Pacific customers.

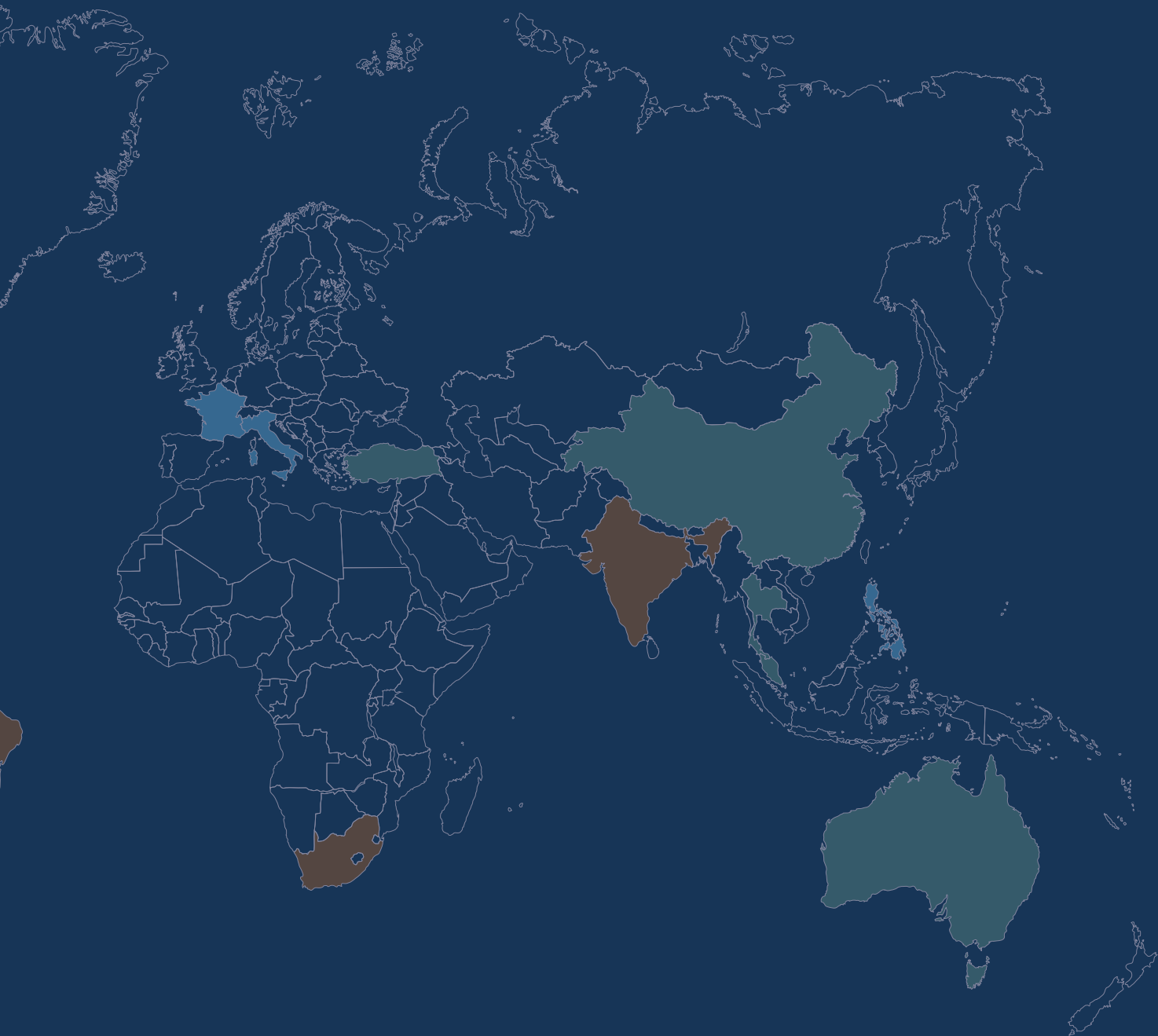
Our North Carolina facility ensures fast response to the North American market, combining operational reliability with a strong focus on sustainability.

International Presence

- Italy – Daas & Chemicals S.p.A.: production and sales;
- Philippines – Daas & Vernici Corp: production;
- Philippines – Daas & Service Co. Inc: sales (market area Asia);
- USA – Daas & Us LLC: production and sales (market area U.S.A.);
- Chile – Daas Latin America Spa: sales (market area Latin America);
- Mexico – Daas Mexico, Sociedad de Responsabilidad Limitada de Capital Variable: sales (market area Mexico);
- France – DPG Consulting: logistics and technical coordination;
- Daas Mirrors: Australia, Costa Rica, Guatemala, Malaysia, Thailand e Turkey;
- Daas Licensees: Brazil, Canada, India, South Africa, USA.

Daas & Chemicals - Fontanafredda facility (Italy)
Latitude 45.98927° N, Longitude 12.58894° E





Headquarters
Italy, Philippines, USA, Chile, Mexico.

Mirrors
Australia, Costa Rica, Guatemala, Malaysia, Thailand e Turkey.

Licensees
Brazil, Canada, India, South Africa, USA

3.3

Our Mission and Corporate Values

DAAS & Partners was founded on **entrepreneurial passion** and the belief that business is a fundamental driver of both individual and collective development. Our mission is to generate tangible, lasting value by helping companies overcome challenges, improve performance, and seize new opportunities. We are guided by initiative, proactivity, and empathy—choosing operational excellence over superficial solutions and focusing on what truly matters: tangible growth and solid financial results.

At **DAAS & Chemicals**, we do not see ourselves as simple suppliers, but as **reliable production partners**, ready to respond to the technical, functional, and aesthetic needs of modern industrial manufacturing.

Our mission is to identify the product best suited to each client's production needs—whether related to application systems, aesthetic requirements, color, or product type. Our portfolio—**wood and glass coatings, adhesives, and pigmented pastes**—is designed to address and solve challenges in coating and bonding processes.

We are committed to operating **ethically and sustainably**, taking into account the impact of our activities on people, the environment, and society, while contributing to collective well-being and development. The adoption of a **Code of Conduct**, at the heart of our corporate culture, the choice to develop products with lower environmental impact, and the calculation and certification of the **Carbon Footprint** of our main products are all integral parts of this journey.



3.4 Our Products

Coatings, adhesives and other chemical products are inherently complex. From managing application systems to ensuring material shelf life, and from achieving high performance to minimizing environmental impact—these factors all play a critical role in our customers' daily operations.

That's why DAAS & Chemicals positions itself not just as a supplier, but as a **partner**—helping customers overcome these challenges through three fundamental steps:

- analysis of the production cycle;
- identification of the most suitable product for the client's application and production of samples;
- delivery of the product with full support throughout the application process.

Our Added Value:

- practical, solution-oriented approach;
- deep understanding of customer needs;
- tailored development through in-house R&D excellence;
- precise production aligned with client objectives;
- continuous support—from concept to application and beyond.

At our **Fontanafredda facility**, we produce water-based coatings specifically for the wood sector—an eco-friendly alternative to traditional—and now outdated—solvent-based coatings. Over the past decades, water-based products have reached high performance standards, both in terms of durability and aesthetics, leading to their progressive replacement of solvent-based products in most wood applications.

With consolidated experience and know-how built over time, **DAAS & Chemicals is now recognized as an excellence in the sector.**



3.5

Clients and Suppliers

Driven by a strong entrepreneurial spirit, DAAS builds lasting, results-oriented relationships with its clients and suppliers.

Our strength lies in the balance between **international presence and local expertise**. Through a global network of affiliates, mirrors, and licensees, we ensure comprehensive coverage in strategic markets, with responsive, high-capacity production always close to the customer.

Our strategic production sites allow us to:

- deliver customized, fast, and reliable solutions
- scale production with flexibility
- meet tight deadlines while maintaining global standards

Our facility in the **Philippines – DAAS AND VERNICI CORP (operating since 2018)** – is a cornerstone of the Asia-Pacific supply chain, offering technical excellence, high capacity, and sustainable innovation. The site in **North Carolina (USA) – DAAS & US LLC** ensures responsiveness and reliability for the North American market, with a strong focus on efficiency and sustainability. Finally, our Italian headquarters, covering approximately 3,000 m², meets the production needs of both European and American markets.

From local strength to global coordination, **DAAS & Chemicals is designed to provide smart, fast, and sustainable solutions.**

We prioritize the **selection of local suppliers and partners**, evaluated primarily on their geographic proximity to our facilities. However, due to shortages of certain raw materials in the European market, it is sometimes necessary for our Fontanafredda site to rely on non-EU suppliers, particularly in countries such as **China and India**.



3.6

Relevant ESG topics and the 2030 Agenda

Area	Topic	SDGs
ENVIRONMENT	Energy and greenhouse gas emissions	 
	Air, water, and soil pollution	   
	Biodiversity	
	Water	
	Resource use, circular economy, and waste management	    
SOCIAL	Occupational health and safety	  
	Development and protection of human resources	   
	Compensation, collective bargaining, and training	   
GOVERNANCE	Compliance and anti-corruption	   



4

ENVIRONMENTAL SUSTAINABILITY

4.1 Policies, Practices, and Future Initiatives

As a global player in the coatings market, environmental sustainability is a priority for the DAAS Group. The nature of our work—requiring the use of chemical and potentially hazardous materials—means that the success of our business is closely tied to employee safety, end-user safety, and environmental impact. We are committed to continuously reducing our environmental footprint and improving the well-being of the communities where we operate. This means optimizing resources, adopting a full life-cycle approach to products and processes, and investing in eco-friendly materials, technologies, and practices.

Our sustainability program, **Let's Go Zero**, clearly reflects this commitment, setting ambitious targets to reduce environmental impacts along the entire value chain: sourcing, production, packaging, distribution, sales, marketing, and use. We aim to lead by example in building a sustainable future for our sector and the planet.

The decision to produce a Sustainability Report is one step in DAAS & Chemicals' transition toward a more sustainable economy. The adoption of a **Code of Ethics**—the heart of our corporate culture—our choice to develop products with lower environmental impact, and the calculation and certification of the **Carbon Footprint** of our main products are all part of this transition.

At DAAS, every employee and partner is expected to uphold the highest standards of ethics, safety, and responsibility, wherever they operate.

- We commit to:
- providing clear guidance for responsible decision-making
 - ensuring a safe environment for reporting concerns
 - applying the highest global standards, even where local laws are less strict

With the goal of ensuring greater sustainability for our organization, we began by analyzing our impacts and setting both short- and long-term objectives:

- 

1

Installation of a 30.45 kWp photovoltaic system on the roof of the Fontanafredda facility.
- 

2

Installation of an EV charging station for company vehicles.
- 

3

Replacement of the company van with a new electric vehicle.
- 

4

Renewal of the carbon footprint calculation and its related certification.

4.2

Energy and greenhouse gas emissions

ENERGY

DAAS & Chemicals' energy consumption comes primarily from production activities, which, however, do not require highly energy-intensive machinery. Electricity is mainly used for operating mixers in paint production, with only a small percentage consumed by office activities.

Electricity consumption in 2024:

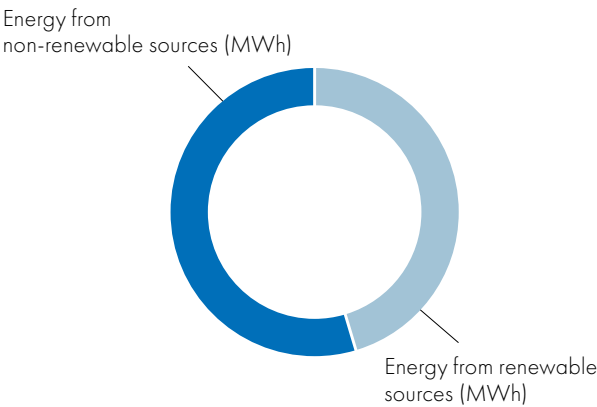
	2024
Purchased and consumed energy (MWh)	187,571
Energy from renewable sources (MWh)	86,8641
Energy from non-renewable sources (MWh)	100,7069

The company has not entered into agreements to purchase energy exclusively from renewable sources. Percentages are calculated based on the national energy mix composition for electricity generation in Italy (2023 pre-final data).

Goals for improvement:

- reduce electricity consumption from non-renewable sources;
- install a 30.45 kWp photovoltaic system at the Fontanafredda plant;
- install an EV charging station for company vehicles;
- no battery storage planned, as ~83% (27,950 kWh/year) of generated energy will be self-consumed;
- gradual replacement of neon lighting with more energy-efficient LED fixtures;

ELECTRICITY CONSUMPTION 2024



Percentuale di riduzione dei consumi da fonti non rinnovabili per effetto delle iniziative sopra esposte.

GREENHOUSE GAS EMISSIONS

In 2023, **DAAS & Chemicals** undertook the process of calculating and subsequently certifying the **carbon footprint of its products**. The reference year for data collection was 2022; however, these data were also used for the 2024 Sustainability Report, as they remain representative of our operations and provide a comprehensive overview of the information collected.

At the same time, reporting for 2024 was carried out, specifically determining the following emissions:

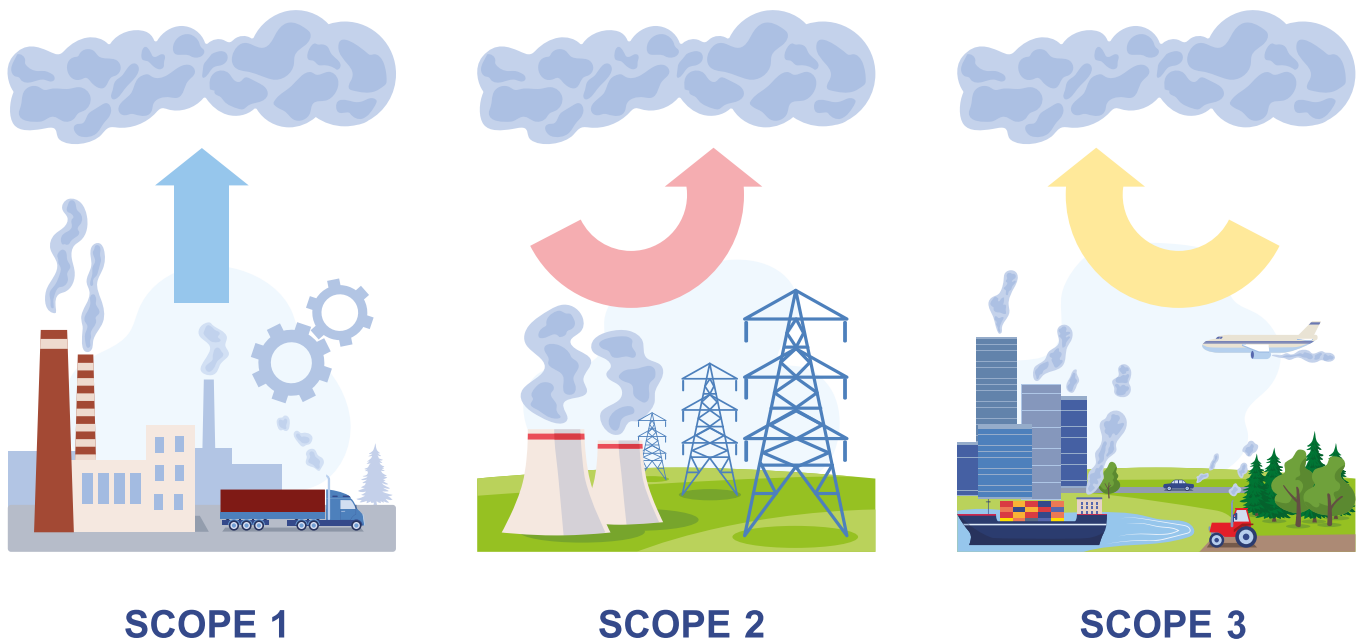
- **Scope 1:** direct emissions (heating with LPG and company vehicle fuel), calculated using the CO₂ emission factors from the UNFCCC National Inventory (average values for 2021–2023) (Standard parameters – Source: ISPRA 2024).
- **Scope 2:** indirect emissions from purchased energy, calculated using an average emission factor (kg CO₂ emitted per kWh consumed) based on the national residual mix (European Residual Mixes 2023 – AIB Association of Issuing Bodies). The 2023 data were used since 2024 figures were not yet available.

The following table shows the actual consumption monitored for the year 2024:

Monitored consumption for 2024		
Type	Use	Liters consumed
LPG	Heating	4250,00
Diesel	Company vehicles	1417,24

GHG emissions (tCO ₂ e) 2024	
Scope 1	10,22534
Scope 2	93,89

With regard to **Scope 3 emissions** (indirect emissions across the value chain, both upstream and downstream of production), due to the complexity of the calculations, it was decided not to report this figure. Instead, we present the results from the **2022 product carbon footprint calculation**, carried out in accordance with PCR/CPF-PCR: 2021-0005, version 1.00, 2027-02-23 (EPD Italy) and compliant with **ISO 14067:2018 – Greenhouse gases – Carbon footprint of products – Requirements and guidelines for quantification**. The study was certified by **RINA** and is detailed in the following sections.



CARBON FOOTPRINT

In 2023, we chose to calculate and subsequently certify the carbon footprint of our products. The study was carried out in accordance with ISO 14067:2018 and based on the product-specific principles and requirements of PCR 2021-0005, version 1.00, 2027-02-23 “Paints, varnishes and coatings”, available at www.epditaly.it

The objective was to calculate the carbon footprint, expressed in kg CO₂eq per 1 kg of unpackaged product (Global Warming Potential – GWP100), for the production and distribution of the company’s main products, using data collected for 2022.

The calculation of the product carbon footprint—soon to be renewed and updated—was conducted with the specific goal of identifying and monitoring the processes with the greatest impact in terms of greenhouse gas contribution, while also assessing potential areas for intervention to reduce that impact.

The reference PCR (PCR 2021-0005 “Paints, varnishes and coatings”), developed within the EPD Italy framework, was used as the baseline guideline for this study. However, we chose to expand the system boundaries defined by the PCR, which prescribes a cradle-to-gate approach, to also include the distribution phase of the product, considered relevant for a proper assessment of our footprint.

The system boundaries were therefore divided into three life-cycle phases:

- **Upstream processes** (*cradle to gate*);
- **Core processes**, (*processi produttivi gate to gate*);
- **Downstream processes** (*gate to grave*).

Results per product analyzed, expressed in Global Warming Potential (kg CO₂eq/kg) per functional unit (1 kg of unpackaged product):

GWP 100a (kgCO ₂ eq/kg)				
	Total	Upstream	Core	Downstream
Product 1	3,40672	2,97956	0,20302	0,22414
Product 2	2,74066	2,32388	0,18908	0,22770
Product 3	4,24156	3,88853	0,20851	0,14451
Product 4	2,33195	2,22691	0,08853	0,01651

DAAS & Chemicals has set as a strategic objective the progressive reduction of its carbon footprint, pursuing innovative solutions both at the process and product levels. In this context, projects have been launched to optimize production facilities and to adopt recyclable or reusable packaging.

An update of the carbon footprint calculation is also planned, made necessary by recent changes in the formulation of one of our products, with the aim of more accurately monitoring emissions throughout the entire life cycle.

Another area of action involves reducing the direct environmental impact associated with local logistics (Scope 1). To this end, in 2025 the company will replace one of its vehicles with a fully electric model. In parallel, an EV charging station powered by the company’s photovoltaic system will be installed and made available to clients and suppliers. This initiative is designed to promote sustainable mobility and support the transition toward the use of zero-emission vehicles.

4.3
Air, Water, and Soil pollution
& Biodiversity

AIR

The company holds an Integrated Environmental Authorization (AUA) for emissions to air and non-sewer wastewater discharges. Annual monitoring includes:

- dust;
- total Organic Carbon (TOC).

No legal limits have been exceeded.
Air extraction systems are equipped with pollutant filtration systems, maintained and monitored regularly.

WATER AND SOIL

No industrial wastewater is generated; all process water is treated and reused. Only sanitary wastewater is discharged, managed via:

- grease trap;
- imhoff tank;
- percolator filter;
- soakaway well.

Soil contamination prevention measures: containment basins, impermeable flooring. Rainwater runoff is uncontaminated.

BIODIVERSITY

No Natura 2000 protected sites are located within Fontanafredda municipality. The plant sits in an industrial area on 5,000 m² (2,200 m² covered, 2,800 m² uncovered).

4.4
Water

Water is a key component in paint production—98% of consumption is for production, 2% for sanitary services. Supply comes exclusively from the public aqueduct.

WATER WITHDRAWAL	
Source	m³
Public aqueduct	2.078

WATER CONSUMPTION		
Use	%	mc
Production	98%	2.036,44
Disposed as waste	0%	0,00
Sanitary use	2%	41,56

Thanks to self-cleaning steel-filter pumps, all process and washing water is recirculated and reused, eliminating water waste and wastewater generation.

4.5

Resource use, circular economy & waste management

RESOURCES AND CIRCULAR ECONOMY

Main raw materials: water, additives, powders (titanium dioxide), resins, pigments. Packaging materials have a significant environmental impact. Recycled raw materials are rarely feasible due to technical specifications required for final product quality.

PACKAGING

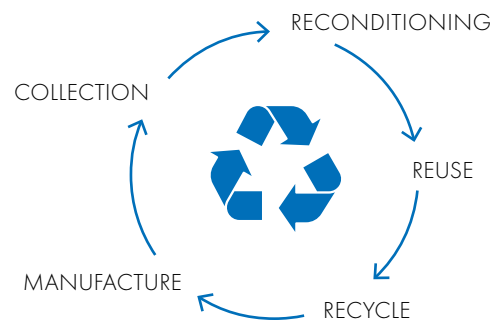
Currently, approximately 43% of the packaging we purchase is made from recycled materials, in varying proportions, confirming the Company's commitment to adopting increasingly sustainable solutions throughout the supply chain.

Objectives:

- increase use of recycled packaging;
- reduce packaging waste;
- promote reuse and recycling.

We use regenerated/recycled IBCs and offer a global free-return service for empty IBCs, thanks to agreements with main suppliers.

THE VIRTUOUS CYCLE OF IBC



5

Continents

151

Location worldwide

20

Countries

WASTE

Waste management complies with classification, handling, and authorized disposal regulations. Main waste streams: production scraps (paints, adhesives), packaging.

Waste reduction strategies:

- eliminate aqueous waste via water recirculation;
- purchase bulk or larger containers to reduce packaging waste;
- use polyethylene liners for drum reuse;
- purchase recycled/reusable IBCs;
- supplier agreements for empty IBC return and regeneration.

Waste generated 2024 (all figures kg; NP = non-hazardous, P = hazardous):

EER code	Description	Quantity produced (kg)	Quantity (kg) sent to	
Not dangerous			Recovery	Disposal
08.01.12	Waste paints/varnishes (NP)	2.800,00	0	0
08.04.10	Waste adhesives/sealants (NP)	3.291,00	0	0
15.01.02	Plastic packaging (NP)	1.313,00	923,00	0
15.01.03	Wooden packaging (NP)	17.420,00	17.420,00	0
15.01.04	Metal packaging (NP)	110,00	110,00	0
15.01.06	Mixed-material packaging (NP)	39.156,00	39.156,00	0
16.02.14	End-of-life equipment (NP)	474,00	474,00	0
16.02.16	Equipment components (NP)	6,60	5,00	0
16.03.06	Organic waste (NP)	2.860,00	2.860,00	0
17.02.01	Wood (NP)	1.980,00	1.980,00	0
17.04.05	Iron and steel (NP)	1.480,00	1.480,00	0
Dangerous			Recovery	Disposal
08.01.11*	Waste paints/varnishes containing solvents (P)	5.668,00	0	0
13.08.02*	Other emulsions (P)	776,50	0	0
15.01.10*	Contaminated packaging (P)	1.580,00	942,00	0
15.02.02*	Contaminated absorbents, filters, PPE (P)	313,00	0	0



5

SOCIAL SUSTAINABILITY

5.1

Our people

WORKFORCE: GENERAL CHARACTERISTICS

People are the heartbeat of DAAS & Chemicals. Within our team, we foster a safe, inclusive, and growth-oriented workplace, recognizing that employee well-being and motivation are essential to the quality of our products and services.

As of December 2024, our entire workforce was employed under permanent contracts, distributed by gender and working hours as follows:

We are committed to ensuring equal opportunities and promoting diversity, with women representing **45% of our workforce**. We also focus on the inclusion of individuals from protected categories, carefully evaluating every application with fairness and equity.

Since 2020, we have introduced flexible working arrangements to promote work-life balance, including remote work opportunities for eligible functions.

Our **employee turnover rate in 2024 was 0%**, a testament to the stability and loyalty of our team.

WORKFORCE: COMPENSATION, COLLECTIVE BARGAINING, AND TRAINING

We apply a fair and transparent compensation policy designed to recognize the value of each employee's contribution.

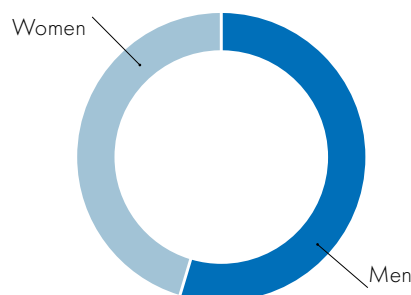
In 2024, we ensured pay conditions above the minimum standards established by the applicable National Collective Bargaining Agreement. All employees received compensation **15% to 25% higher than the minimum wage**, depending on role and seniority.

In addition to base salary, every employee was awarded **performance-based bonuses** linked to the achievement of company goals, along with fringe benefits as provided by law, representing approximately **10–15% of net annual salary**.

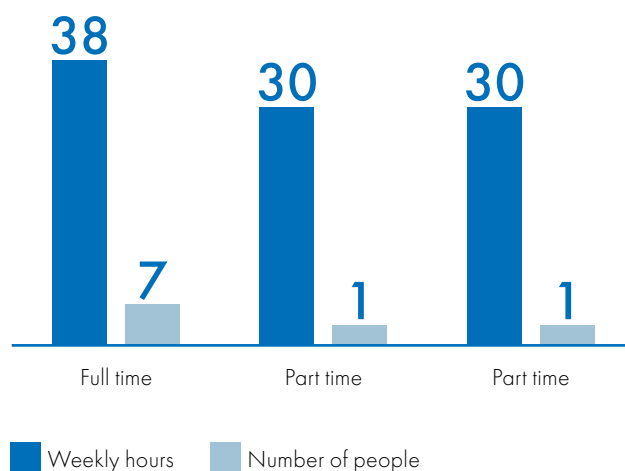
These measures confirm our commitment to valuing our people, fostering an equitable, motivating, and sustainable work environment.

In 2024, the company also invested in **continuous training** to strengthen technical and regulatory expertise in strategic areas, with a particular focus on safety and compliance.

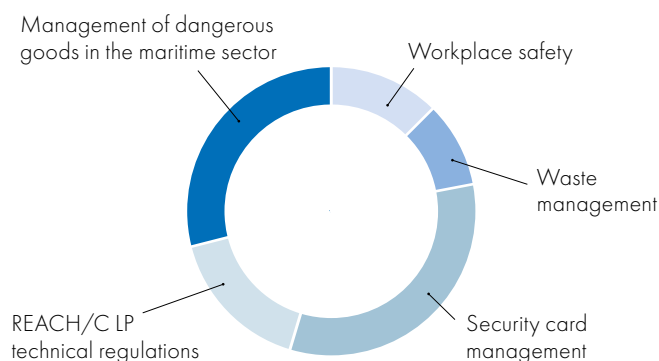
GENERAL CHARACTERISTICS OF THE WORKFORCE



DISTRIBUTION OF WORKING HOURS



TRAINING



5.2 Health and Safety

Protecting the health and safety of our employees is a top priority for our company. Our goal is to build a strong culture of health and safety that encourages everyone to take an active role in maintaining a healthy and secure workplace, in full compliance with applicable regulations. In 2024, there were no workplace injuries or occupational illnesses reported among our employees.

This achievement reflects our ongoing commitment to prevention, including:

- implementing up-to-date safety measures in line with current regulations;
- providing regular employee training on specific risks;
- continuously monitoring workplace environments.

We will continue to invest in our safety culture, with the objective of maintaining these high standards in the years ahead.



5.3 Human Rights

Integrity. Responsibility. Trust.

Our Code of Conduct is not just a set of guidelines—it is the foundation of our corporate culture. At DAAS, every employee and partner is expected to uphold the highest standards of ethics, safety, and responsibility, wherever they operate.

DAAS & Chemicals follows the Group's Code of Conduct, which is based on the fundamental principle of respecting people and their individuality. We recognize the protection of human rights as a core principle of our business. In line with the values expressed in our Code of Ethics, we are committed to ensuring dignified working conditions, respect for individuals, and the absence of any form of discrimination, exploitation, or abuse.

Our policies include:

- adoption of a corporate Code of Ethics defining principles of integrity, respect, and responsibility toward all stakeholders;
- commitment to compliance with international human rights conventions, including the UN Guiding Principles on Business and Human Rights;
- explicit prohibition of child labor and forced labor throughout the value chain.

We will continue to monitor and strengthen our human rights practices, fostering a corporate culture rooted in respect and social responsibility. Within the DAAS & Chemicals Group, there have never been incidents related to these matters, nor are we aware of any occurring within our value chain.

As stated in our Code of Conduct:

"We are committed to respecting human rights in accordance with the Universal Declaration of Human Rights. We respect the dignity, fundamental freedoms, and human rights of our employees, external collaborators, the communities in which we live and work, and all those involved in our activities. We ensure that the recognition of human rights is integrated into our internal risk assessment processes. We do not tolerate any form of workplace discrimination, harassment, or physical assault, nor any form of child or forced labor. We value the diversity of the communities in which we operate and strive to reflect that diversity in our workplace. We respect the rights of our employees and external collaborators, including freedom of association and collective bargaining. In all our activities, regardless of location or role, we expect our employees not to be complicit in human rights violations and to comply with international standards. We have mechanisms in place to report such violations, accessible to all stakeholders. In engaging with our business partners—including contractors, suppliers, and partners—we seek to encourage them to respect and adopt our approach to human rights, or at a minimum, an equivalent standard. We operate in compliance with the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights."

5.4

Social Responsibility

In line with our Code of Conduct “all our activities must be carried out with respect for the well-being of the local communities in which they take place. Our commitment to local communities is an integral part of every stage of our business activities: we work with governments, local authorities, community representatives, intergovernmental and non-governmental organizations, and other stakeholders to develop and support community investment projects. These projects and other donations are developed and implemented in accordance with our policies and guidelines.”

The company views its connection to the local community as a core value and actively supports initiatives that promote community well-being, sports, and solidarity.

In 2024, we proudly supported two major initiatives, including one dedicated to the promotion of sports and its values.

SPORTS SPONSORSHIP – A COMMITMENT TO YOUTH AND THE COMMUNITY

For years, we have believed in the educational power of sports and its vital role in the personal and social growth of young people. For this reason, we continue to support three local cycling organizations, active in competitive racing and affiliated with the Italian Cycling Federation, which stand out for their commitment to developing young talent, both on the road and on the track:

- Arvedi Cycling – One of the most dynamic teams in the ELITE and U23 categories;
- POOL CANTÙ 1999 – Active in the Junior category;
- GB Junior Team – Competing in the Youth, Beginners, and Cadet categories, both male and female.

Our sponsorship has helped provide technical training for athletes, support participation in national and international competitions, and contribute to the development of youth programs. Supporting these organizations means investing in the authentic values of sport—commitment, discipline, respect, and teamwork—while also encouraging healthy lifestyles among younger generations.

HOLIDAY SOLIDARITY

Each year during the holiday season, we allocate part of our Christmas gift budget to Médecins Sans Frontières (Doctors Without Borders), an independent organization free from political, economic, or religious interests. Active in more than 70 countries across Africa, Central and South America, Europe, and Asia, the organization responds to diverse contexts: wars, epidemics, and natural disasters remain a priority, but it also provides aid in areas affected by acute malnutrition or lacking access to medical care.

At the local level, during the most recent holiday season, we also supported the “Christmas Houses” initiative organized by the municipality of Pasiano di Pordenone. The project was designed to promote local commerce during the festive period and support associations engaged in social activities and charity events.

These initiatives reflect DAAS’s ongoing commitment to creating shared value, strengthening community ties, and contributing to the sustainable development of the region.



6

GOVERNANCE

DAAS & Chemicals S.p.A. is a company majority-owned by **DAAS & Partners S.r.l.**

The governance model adopted ensures an effective internal control system and a clear separation between strategic, management, and oversight functions.

The governance structure is as follows:

- **administration system adopted:** chairman of the Board of Directors with powers as Legal Representative;
- **auditing body:** board of Statutory Auditors composed of three permanent members and two alternates, responsible for monitoring compliance with the law and bylaws, adherence to sound management principles, and the adequacy of the internal control system.

As parent company, **DAAS & Partners** promotes an integrated and sustainable business vision, supporting DAAS & Chemicals in the adoption of ESG policies, risk management, and the enhancement of human and relational capital.

Our **Code of Conduct** reflects our Values and defines the principles on which our business is built. Regardless of where we operate or the role we hold, we are all committed to upholding our Values and the Code, integrating them into our daily work, and encouraging our colleagues to do the same.

Privacy and Data Protection

Protecting privacy and safeguarding personal data are key pillars of our governance model. DAAS & Chemicals manages the data of employees, clients, suppliers, and stakeholders in full compliance with current regulations, in particular the **European GDPR** and other applicable local laws.

We have implemented internal procedures and IT systems designed to ensure:

- the security and confidentiality of all information processed,
- restricted and controlled access to sensitive data,
- regular employee training on data protection,
- audit and monitoring processes to prevent potential breaches.

In this way, we guarantee that information management is conducted in a **transparent, ethical, and fully compliant manner**, strengthening trust with all our stakeholders.



APPENDIX

Environmental Metrics		
VSME	Main Reference Chapter	SDGs
B2, C2	Chapter 4.1 Policies, Practices and Future Initiatives	  
B3, C3	Chapter 4.2 Energy and Greenhouse Gas Emissions	 
B2, B4, B5, C2	Chapter 4.3 Air, Water, Soil Pollution and Biodiversity	   
B2, B6, C2	Chapter 4.4 Water	
B2, B7, C2	Chapter 4.5 Resource Use, Circular Economy and Waste Management	    
B8, B10	Chapter 5.1 Our People	   
B10	Chapter 5.2 Health and Safety at Work	  
C6	Chapter 5.3 Human Rights	   
B11, C9	Chapter 6 Our Governance	   

Contatti

Daas & Chemicals S.p.A.
Via delle Industrie 6 - 33074 Fontanafredda PN Italy
Phone: +39 0434
chemicals@daassrl.com

daassrl.com
info@daassrl.com



