

# 2022

## Sustainability Report



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Scuola universitaria professionale  
della Svizzera italiana

**SUPSI**



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# Introduction

# Company profile



## Company name

Techno S.r.l.

## Category

Industry

## Head Office

Via Bancora e Rimoldi 27, 22070 Guanzate

## Tax Code

03583460138

## Business category

Plastic - Rubber

## Other brands



## Products and services

Techno srl produces and supplies a vast assortment of electrical connection products:

**Couplings** for in-line and shunt electrical connections, free from resin or gel components, water and dust resistant and are re-inspectable and re-accessible even after long periods of operation. Ideal for connections in confined spaces and with a high protection rating (IP6x).

High performance (IP6x) **quick connection sockets and plugs** for cables, panels and special use. Modular connection systems designed to ensure flexibility, speed and low costs for the design, engineering and maintenance of increasingly complex plants and machinery.

**Empty junction boxes**, with terminal board or plug and socket connectors. They provide IP68 standard secure connections without the use of resin or gel. The junction boxes are re-inspectable and re-accessible.

**Current distributors:** high protection (IP6x) electrical connection systems (IP6x) pre-configured with cables or plug and socket connectors. Ideal for connections and disconnections of electrical networks and industrial appliances.

**Electrical terminals** - rectangular and circular (IP00, IP2X, IP4x, IP5x) in-line and shunt connections, compact in size, single and double (entry-exit).

**Cable glands** innovative high performance parts (IP68) for quick cable retention. The nylon and rubber components are co-moulded in a single solution, providing reliability and safety, avoiding the use of gaskets on the panel sealing threads and rubber pads. Quick and easy installation.

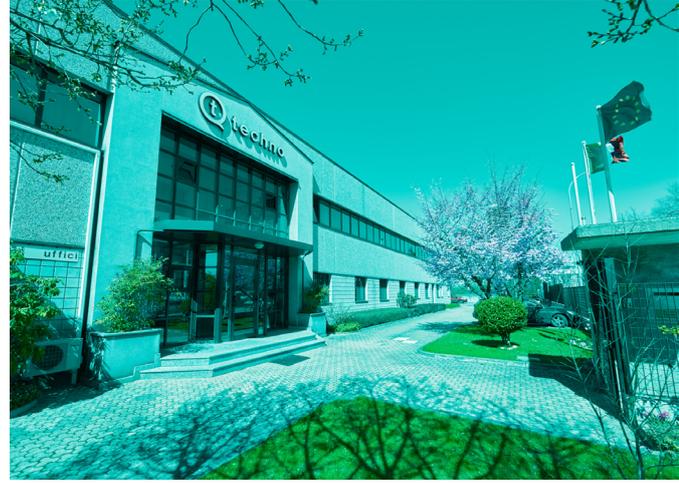
Techno products are designed and engineered to meet multiple demands and deliver solutions for:

**Lighting:** road, urban, industrial, architectural, infrastructure, transportation, sports areas, logistics, agriculture and livestock breeders.

**Industry:** renewable energies, infrastructure, logistics, automation and on-board machines.

Other **installations:** green areas, infrastructures, signage, renewable energies, IoT and data management.

# Our history



## 1986 Techno was founded

A company specialising in injection moulding of technical parts made of plastic material.

## 1990– 1992 Important national achievements

Techno formed a partnership with ITW Elettrogibi for the production of terminal boards for household appliances becoming the Italian leader in the industry; it was also one of the first Italian companies to obtain ISO9001 certification.

## 2001 Changes in corporate set-up

The Galli family carried out the acquisition of all Techno S.r.l. shares. The company embarked on a restructuring that allowed it to approach new markets (high-performance plastic electrical connectors).

## 2010–2015 The generational handover

Luca Galli (Sales and Marketing Manager) and Chiara Galli (Assistant to the General Management) joined the company. This completed the entry of the second generation within the company.

## 2021 New business division

Techno focuses on innovation and decided to form a dedicated, multidisciplinary team. Its objective is to anticipate customer demands, trends in different industries and discover opportunities.

## 1988 Alongside Italian excellence

Techno, in partnership with DuPont, collaborated in the design and engineering of an ignition coil for Ferrari engines using modified polyesters.

## 1998 New major partnerships

Techno started a collaboration with LATI to research a self-lubricating plastic material for use on the moving parts of the Olivetti printer.

## 2005 Investment and innovation

Techno invested in new machinery and moulds for the co-injection of thermoplastic rubber on engineering plastics and addressed patent aspects and IMQ / UL certification.

## 2018 Evolution of Business 4.0

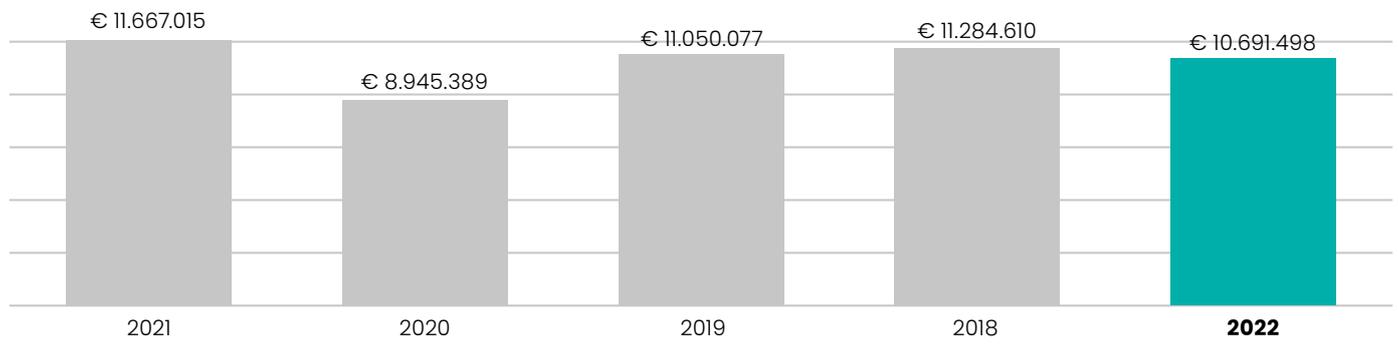
Techno introduced a central computer system that plans and manages the entire production cycle, ensuring maximum product quality and minimum downtimes.

# Our figures



## 2022 Turnover

**€ 10.691.498**



## No. of products or services provided in 2022

**2000+**

Products in the catalogue

## No. of customers (local, national, international) in 2022

**568**

**57%**

**43%**

Customers, of which  
Italy  
International

## No. of employees 2022

**47**

**18**

**29**

Employees, of which  
Women  
Men

## Type of employment contracts 2022

**91%**

**89%**

**7%**

**2%**

Open-end  
Full-time  
Apprenticeship  
Placements

# Our Sustainability Report

# Sustainability



## A milestone for the future

In 2022, Techno embarked on a formal journey to integrate sustainability within its strategy and business operations.

The first concrete result of this journey was the drafting of this document: **The first sustainability report**, which will highlight the results of our activities not only in financial and industrial terms, but also at a social and environmental level, aimed at creating an increasingly closer connection based on the sharing of values with all Techno stakeholders, both in Italy and world-wide.

In an era where sustainability can no longer be simply considered a matter of image, Techno acknowledges the fact that it is necessary to find a solution to **reduce its impact on the ecosystem** and **restore the balance** that are inevitably altered by its business operations.

Techno's path towards achieving sustainability is driven by the firm belief that **collective well-being is also one's individual well-being**. An aspect that, therefore, has not only environmental and social value but also of economic interest: in fact, an organisation that runs its business by evaluating and reducing the negative impacts it generates within its ecosystem, contributes to making the contexts in which it operates more favourable. This leads to the boosting process efficiency, both internal and external to the company, increased productivity, improved quality of work, and enhanced corporate reputation.

In order for Techno to draw up a tangible project in terms of sustainability, it exploits the tools readily available today: among others, the drafting of this CSR Report. Techno aims to enhance and promote a **culture of sustainability** across all organisational tiers; this involves crafting a comprehensive, long-term plan that delineates specific, scheduled initiatives, each with discernible and quantifiable impacts. This is why Techno considers the CSR report a key tool, serving not only in the initial phases of awareness but also in terms of overseeing the advancements that Techno aspires to achieve.

It serves as a valuable instrument for fostering critical thinking, promoting openness, and consequently driving innovation—a core value that underpins Techno's operations.

2022 is seen as year zero, the moment that Techno launched its own sustainability path.

# Governance



## Company organizational chart

Techno is a **family business** located in Guanzate (CO), owned and managed by the Galli family. A company currently in its second generation phase, led by entrepreneurs who collaborate in implementing **meticulous management practices** and the transmission of shared values.

## Techno's mission

Techno's mission is to achieve **continuous improvement** of its products, processes, knowledge and training. The company is committed to fostering an organizational structure that boosts competitiveness in the target market, prioritising the well-being of its employees and ensuring customer satisfaction in terms of product quality, the service offered and the support provided.

Techno's value chain strives to boost the loyalty of customers and suppliers, delivering or procuring high-quality, competitive, and innovative products and services; this involves managing its relationships with professionalism and transparency, where any divergences are seen as opportunities for growth. Techno pays attention to the growth of its employees with comprehensive training and strives to pursue a **serene and rewarding environment**.

All aspects are governed by adherence to and compliance with legal obligations and regulations, which are fundamental prerequisites for every business activity and decision. The company consistently strives to distinguish itself from competitors by adhering to ethical and behavioural guidelines, that ensure a proactive approach to customer engagement while also working towards continuous improvement of the business environment.

## Quality and Occupational Health and Safety

Techno senior management has embraced an occupational health, safety and quality policy as a means and strategy to pursue improvement objectives, with a focus on satisfying stakeholders.

Management is dedicated to fostering a **responsive and dynamic** market by implementing state-of-the-art processes managed by responsible and motivated employees; they adhere to the ethical and behavioural guidelines that the company aims to distinguish itself with, along with compliance with **ISO 9001:2015** and **ISO 14001:2015** and **ISO 45001:2018** and those relevant to its business.

The scope and context of the organisation embraces a continuous commitment by Management to meet mandatory requirements and to prevent accidents and illnesses through the engagement and awareness of personnel in terms of **safety and technology**, with a purpose of ensuring **continuous improvement**. Management plans **qualitative, environmental and safety objectives**, which lead to the full satisfaction of customers and stakeholders, using objective analysis, measurement and procedure based tools. The commitment also extends to communicating the company policy and objectives to all individuals working within the organisation, to raise awareness of their responsibilities in the respective subject matter and emphasise the significance of each individual's contribution to the overall work.

Management also undertakes to **prevent bribery and corruption** along the chain of operations and ensure that no conflict of interest occurs within the company.

## Certifications

Techno's certification process began in 1992 with the achievement of the quality management system, **ISO9001** certification: it became one of the first Italian companies to obtain certification in the industry of injection moulding of thermoplastic material. The path continued with the certification of the Occupational Health and Safety Management system, obtaining the **OHSAS 18001 certification** in 2018, and migrating to **ISO45001** in 2021. Finally, Techno embarked on the process towards obtaining certification of its environmental management system, which will lead to its achieving **ISO14001** certification in 2023.

# Governance: Good practices



## Risk analysis

Section 6 of the Quality, Health and Safety Management Manual, outlines and formalises procedures for addressing risks and opportunities, establishing quality objectives, planning for their achievement, and managing changes.

The organisation embraces a contextual analysis and consideration of stakeholder expectations and needs, shall identify risks and opportunities associated with each process, so as to ensure that the quality system, occupational health and safety system and environmental management system attains the anticipated results, enhances desired outcomes, prevents or mitigates adverse effects, and facilitates continuous improvement. The organisation adopts the Management by Objectives (MBO) system and T0097 assessment as tools for the planning, monitoring, reporting, and updating of its goals and objectives; the document is used for collecting, analysing, and identifying improvement opportunities and conducting risk assessments related to safety and the environment, that any business function may bring to the attention of Management.

Following such meetings with function managers, Management prepares an annual programme of results to be achieved.

Indicators and a measurement support tool are established to enable periodic monitoring of activity progress by Management Control.

Regarding risks related to occupational health and safety, the general DVR (Risk Assessment Document) serves as the guideline through which the risks concerning the health and safety of workers are evaluated. The RAD specifies a **precise risk assessment of the various departments**.

## Steering committees involving employees

Techno gives paramount importance to employee consultation and participation.

**MSC (Management Steering Committee)** meetings are held periodically, during which department managers meet to verify the progress of new projects, share the objectives to pursue and results achievements.

Two MSC meetings were held in August and October 2022, discussing the overall progression of 13 research and development projects.

Other quarterly meetings are also held to assess the budget and business performance in relation to the same.

In addition, Senior Management usually holds a meeting with the function managers at the beginning of the year, to explain the previous year's performance and future goals and targets. Techno firmly believes that to achieve a **proficuous exchange of ideas**, it is important to promote an open-minded approach so as to **facilitate collaboration between employees and improved information flow**. In addition to promoting sharing and **two-way dialogues**, to encourage the exchange process and stimulate innovation among employees, Techno provides an "Ideas Box" where personnel can submit their ideas (also in anonymous form).

## Awards and nominations

In September 2018, the Executive Board of Confartigianato awarded Techno srl the **"Loyalty to Excellence" Award**, for having designed and implemented a "Business 4.0" project in the production and management process of its company, contributing to the technological progress of craftsmanship in the Como area.

## Communication of Sustainability

Techno is committed to **sharing CSR initiatives** with stakeholders by means of communication of sustainability, on the corporate **website**, where a page is dedicated to topics concerning the concept of accountability (towards employees, towards the environment, towards customers, towards the local community, throughout the supply chain), This concerns the timely communication of new projects in the news section of the website, via **newsletters, social media** and traditional **media press**.

# The market



## Our supply chain

Each process in the Techno supply chain is carried out with **socially and ecologically sound and certified standards**. Customer relationships are built on mutual trust. The entire supply chain is in fact focused on the relations between the company and the customer, who plays the leading role: it is crucial to have a partner that provides efficient and flexible solutions to support the demands of such a dynamic market.

Thanks to the many values that drive the business operations of the company, the team is a key reference point for customers, suppliers and partners, it is able to respond to urgent situations and continually improve to keep abreast of constantly changing demands.

Senior Management also focus on paying **maximum attention to risks and opportunities** arising on the market and emerging within the organisation itself.

## Industry 4.0

Techno is an enterprise that exploits efficient production technologies and methodologies that focus on the automation of the various processes. One of the key goals of Techno is to optimise the human-machine relationship implementing **automated work processes**. During the material production phases, we also use night-shift operations that are not manned, and therefore managed by robots. It also has an innovative automated material dehumidification and heating system. This paves the way for improved handling of different materials, increased production efficiency and automated material distribution to injection moulding machines. An additional and by no means negligible advantage is definitely the **30% energy savings**, arising from the electronic management of production processes.

## Innovation Lab

The Techno Innovation Lab is located at the Guanzate plant facility, a new highly technology area of 50 square metres, equipped with machinery and equipment specifically engineering to monitor products with mechanical, thermal, accelerated ageing and water pressure stress tests. The main goal is to **guarantee superior quality product** to customers, assessing any problems and the best possible cost-benefit ratio.

## Selection of suppliers

When selecting our suppliers, being able to

## guarantee superior quality products and services

is crucial, followed by criteria of an economic nature. Where possible, and at equal quality and price conditions, we prefer local suppliers or those in the vicinity: 80% of our suppliers reside within the Lombardy region, 18% in the rest of Italy and just 2% in the rest of the world. No ethical or sustainability requisites are currently required during the supplier qualification process, but failure to comply with applicable laws and regulations, as well as certified non-conformities with our values and business model, immediately results in the termination of all business relationships.

## Raw materials

All the raw materials we produce comply with **RoHS** (Restriction of Hazardous Substances Directive) and **REACH Regulation** standards. The former regulates the limitation to very low values of lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (Cr6+) and certain flame retardants in the production of most electrical and electronic equipment marketed within the European Union. The main scope of the latter standard is, on the other hand, to improve knowledge of the dangers and risks of chemicals with the registration, evaluation, authorisation and restriction of use.

We also adopt the **PFAS, PFOA** and **MIT** protocols which are even more stringent in terms of - for example - the content of polyphosphates.

For communication materials, we only use **FSC certified products** and/or certified suppliers of the same. The FSC is a specific certification standard for wood and non-wood products derived from forests (such as paper and cardboard), ensuring sustainable management of resources.

## Circular economy

In all its production processes, Techno pays great attention to **reducing negative environmental impacts**: the aim is to minimise processing waste and recycle it as far as possible by reusing it in its own or third party production cycles, **optimising consumptions** and **minimising waste**. For example, the recycling of sprues (the residual plastic that remains in the mould nozzle) is guaranteed by grinding and reusing them immediately or, where this is not feasible, by delivering them to an independent company that recycles, reprocesses and redelivers them as raw materials, partly to Techno (in the case of polyamides) or to third parties (in the case of PET).

# The market: Good practices



## 100% Made in Italy

Consistent with its performance of over 35 years in the development of premium electrical connection solutions and components made of engineering plastics, technical rubber and silicone, Techno has been awarded an important recognition. In 2022, the Institute for the Protection of Italian Manufacturers (ITPI) certified the compliance of Techno with the requirements of the IT01 system, which certifies the **original 100% Italian quality in the field of electrical connections for the civil and industrial sectors**. As a result of this “100% Made in Italy” certification, Techno has been entered in the National Registry of Italian producers.

With this “100% Made in Italy” certification, Techno guarantees that all its electrical connection solutions are designed and manufactured in Italy, made with quality and first choice materials, produced according to **occupational health, hygiene and safety standards**, which are traceable in terms of processing and the origin of the raw materials, recognisable worldwide for the **superior quality** they are able to guarantee.

## R&D and Innovation

Among the R&D and innovation projects in progress in 2022, the following are worthy of note:

### IoT Project

The combination of IoT – Internet of things – and TH – acronym of Techno –, IoTH represents a new platform characterised by advanced connection solutions by means of the integration of electronic components, extending the possibilities of using connection solutions that from “passive” can also be rendered “active” (IoT ready), i.e. with the ability to read and/or communicate information within advanced plant facilities.

### THgreen project

Techno has contributed to the design and creation of sensors for monitoring the health of trees in collaboration with the Milan Polytechnic, and involves: the soil quality and condition, efficiency of leaf photosynthesis, detection of internal ozone content. THgreen is a registered trademark.

### 3D printing in additive manufacturing

Techno purchased a state-of-the-art 3D printer and set up a dedicated laboratory to produce prototypes and small series of finished products quickly and cost-effectively.

## Other 2022 projects

- In January 2022, a **new R&D project management system** was adopted, to improve the project completion time, including the FMEA concept (Failure Mode and Effect Analysis: a methodology used to analyse how a process, product, or system failed, analyse its causes, and assess how it affects the entire system/plant), and a new operational flow chart, which introduces checkpoints at different stages of projects to assess relative progress.
- At the beginning of **the year, a supplier audit was conducted to classify them according to their skills and competencies**, to define an objective assessment of their potential with a view to the assignment of new projects. In February 2022, the assessment of the main suppliers and assembly firms of small metal parts was completed.
- In March 2022 the management area of technical information on ERP system products was also expanded. Relamping took place in the same period, where LED lamps were installed in the moulding department, which increased the brightness required for the monitoring of moulding machine and energy savings of 6500 kWh/year.
- Since April 2022, in addition to the routine tests for homologation requirements, **ageing laboratory tests** were also introduced under real-use conditions. An outdoor area was set up to expose the products to different weather conditions and verify their performance over time.
- In May 2022, handheld systems were introduced to computerise and expedite inventory and location transfer activities which were previously performed in manual mode. During this same month, thermoplastic injection moulding machine parts were replaced to improve cycle times (- 240 hours/year) and reduce electrical consumption.
- During the years **moulding machines were replaced with other new generation moulding machines (electric and hybrid)** higher in quality and more energy efficient.

# Human resources



In its capacity as a family-run business, Techno has always put **people at the centre**, akin to an extended family. Human relationships with the workers, partners and customers with which the company collaborates are crucial.

## Occupational health, safety and well-being

Techno's pays utmost attention to the health and safety of employees: they are the key to Techno's present, but more importantly to its future. Techno gives priority to ensuring the well-being of its employees, so that they enjoy the **best possible physical and mental conditions**, both during and outside working hours. A **safe, healthy and harmonious environment** is key to having happy employees working for the company. It is no secret that happy people, who are able to have moments for themselves, where they can regenerate and boost their energy, are more productive and proactive at the workplace. In addition to complying with all the current safety regulations, Techno also obtained **ISO45001:2018** "Occupational Health and Safety Management System" certification, which makes it possible to put in place a comprehensive system to improve safety, reduce occupational risks and improve the health and well-being of workers, thereby increasing the company's health and safety performance. All employees are covered by a special insurance, in addition to legal obligations, which covers even minor injuries.

## MBO and corporate welfare

For years, the company has been implementing an MBO (Management by Objectives) system, a strategic approach that has been adopted to increase performance and reward attainment of results. Thanks to this system, goals and targets are set at the beginning of each year using value percentages, calculated at the beginning of the following year, and translated into **economic incentives and rewards for all employees**.

Thanks to an agreement with Confartigianato, a welfare website was set up in recent years, with the collaboration of a national provider, where employees can choose to convert their rewards into goods and services for themselves and their family members, with significant **tax advantages**.

This system was introduced gradually, starting with a trial phase with middle managers and level 8 employees, then extended to level 7 employees and so on, with the aim of reaching the entire population of the company, consistently paying attention to their needs, the degree of satisfaction and level of utility of this opportunity. For those who have not yet subscribed to the welfare platform, personnel may choose to claim the reward in cash, pay it into the supplementary pension fund or use it for medical and health services.

## Professional growth and vocational training

Another area in which Techno is highly committed is the **professional growth of its workers** and **vocational training for youngsters**. **Training** and skill development programmes are provided to employees throughout the year.

There are many initiatives to promote the growth of young talent and their introduction to the job world: particular attention and availability is paid to hosting students and youngsters for **curricular and extra-curricular internships**, which are often turned into **apprenticeship contracts**. Techno has always welcomed a large number of high school students in **school/work alternation** projects.

In addition to recruiting two individuals from protected categories, as required by law, **employment opportunities are also offered to those who come from disadvantaged situations or migration experiences**. On one company production line, with the collaboration of a firm in Appiano Gentile, several trial periods and internships were also offered to foreigners despite the difficulties caused by mobility problems and language differences.

# Human resources: Good practices



## Focus on people

The company pursues continuous technological updating in order to make the workplace increasingly safe.

In addition to complying with all current safety regulations and the ISO45001 certification standards, it puts in place various measures to **improve the conditions, workload and ergonomics of its operations**. This means, for example, upgrading the printing machinery fleet, searching for substances and products that have increasingly less impact from an environmental and health point of view, paying attention to the weight of the packaging, or using automatic methods such as turnstiles and part counters.

In recent years, significant attention has been paid to the **renovation and reorganisation of the interior spaces**, especially the offices, to make the work environment more comfortable, pleasant and functional.

In order to avoid excessive burdens on internal resources, before defining a "Make or Buy", the company always considers the workloads that a specific processing would entail, to verify if it would be more convenient to produce the part in-house or outsource the job to a third party.

Job descriptions permitting, **smart working permits or possibilities are granted**, either vertically (one or more days a week) or occasionally, to those who request such options to meet special personal needs or life-work reconciliation.

## Team building and socialisation

Techno has a habit of organising different **moments of socialisation between employees and other business partners**.

Before the Christmas holidays, all employees are invited to a corporate gala evening where a variety of activities are organised to boost a sense of trust, collaboration and socialisation, with the participation of comedians, painters or other artists. In 2022, the Christmas Gala Evening was the ideal opportunity to discuss sustainability with all personnel, with the intervention of an expert.

Before the summer break, on the other hand, it is customary to meet for an aperitif.

Techno also organises events **inviting employees, suppliers and customers** to boost the work network, with games and sports challenges, such as the canoe race held at the Como Rowing Club.

## Female operators

In Techno, about **40% of the staff are female workers**. There are three women in management positions. There are two women on the Board of Directors, on equal terms with their male counterparts.

# Community relations



The importance of the community and social focus is deeply rooted within corporate culture. In fact, Techno believes that the company's contribution to the community and its people is fundamental. Techno seeks to promote a **continuous exchange of ideas** with neighbouring enterprises, by means of **networks and partnerships fit for purpose**. It supports and sustains worthy associations and initiatives, on an ongoing basis, so as to achieve a tangible **and positive impact for the people, the community and the territory** in which it operates.

## Collaboration and partnerships

A partnership with **ITS Incom in Busto Arsizio** has been launched to involve young talents in the new innovation projects.

Another collaboration worthy of note is the THgreen Project with the **Milan Polytechnic** which monitors the health of trees; it is the technical partner for the supply of IPx electrical connection components that are integrated with the sensors for the operation of the monitoring system.

Within the context of a two-way collaboration, Techno also allows Totum to use its 3D printer, a start-up that produces prototypes on behalf of third parties using environmentally sustainable materials.

## JobsAcademy and Innovation Lab

Techno has launched an exchange project with the **JAC JobsAcademy Foundation** in Bergamo, which provides post-graduation courses, involving the students of the first year of the course in Mechatronics. This includes a guided visit of the Techno production facility and an on-site presentation of the projects carried out. The scheme is part of the path introduced by the Innovation Lab, which aims to collaborate with independent bodies, especially in the **training sector**, focused on the dissemination of the culture related to electrical installations and connections, which are Techno's core business.

# Community relations: Good practices



## Sport and inclusivity

Techno was among the sponsors of the **III National Wheelchair Tennis Tournament** held from 28 April to 1 May 2022, at the Molinello sports centre in Rho (Milan).

Organised by ASD Tennis Senza Barriere, affiliated with the Italian Tennis and Padel Federation (FITP) in the Wheel Chair Tennis section, the competition attracted 30 participants with prize money amounting to euro 2,000.

The matches were held over four days, with quarter-finals, semi-finals and finals, singles and doubles, for the Open and Quad categories.

Techno has supported the event since day one and shall continue to do given the strong message of inclusiveness it is able to convey, something that is fully in line with the give back to the community concept adopted by the company.

## Support to non-profit organisations

Every year, Techno makes a donation to the **"Palermo-Milano-Genova Societa' Benefit per impatto positivo" organisation**, which includes activities providing help and support to the population of the boroughs of Lurate Caccivio, Guanzate, Bulgarograsso, Appiano Gentile and their suburbs, thanks to the work of volunteers and medical-health personnel.

The activities dedicated to children, mothers in need and disabled people are particularly important. Techno supports the organisation with large donations every three years when their means of transport are replaced or purchased.

The company is about to start a new collaboration with the **Italian Red Cross**, based in Lomazzo, to provide on-site support whenever necessary.

## Outsourcing to social cooperatives

Techno often outsources very simple product assembly and packaging activities to the **Cooperativa Sociale Il Granello** and other similar enterprises, which allow the employment of disabled people and other disadvantaged groups.

## Support to Borough Councils

Techno has offered **financial support to the Borough Councils of Cirimido and Cadorago and their Parishes**, for significant works in favour of the community, such as the upgrading of the church community centre, the church, kindergartens and elementary schools.

# Protection of the environment



Our love for the planet is reflected in small daily actions. Techno has always adopted **eco-friendly processing methods**. Because investing in sustainability is a gesture towards the entire community in which we live. Techno's journey towards sustainability begins with the raw materials it uses. Electrical connectors are, in fact, made from materials that are easily available and recyclable, paying particular **attention to the production processes** that are carried out with extensive responsibility in terms of the environment.

The company aims to operate in complete respect for the environment, promoting energy savings, e.g. with LED lighting in offices and production departments, and sound professional ethics. Particular attention is paid to recycling production process waste and reducing the consumption of raw materials through optimisation of equipment and rationalisation of packaging.

## Environmental control

The measures put in place in the past to reduce consumption and emission of fumes into the environment mean that Techno fully complies with all standards established by mandatory regulations. These performance levels facilitated the ISO14001 certification process, pursuant to which the company added additional elements. These include the drafting of a detailed environmental review document and the adoption of further measures to improve performance, both in terms of **energy savings and the sustainability of the production cycle**.

Devices have been installed in the production departments that continuously monitor indoor air quality.

## Building upgrading

The building housing Techno's operating unit, dating back to the 2000s, recently underwent significant **energy revamping and upgrading works**, which included, among other, the installation of heat pumps.

As Techno is an energy-intensive company, the installation of photovoltaic panels has not yet proven to be an effective solution, but other solutions are being considered with industry experts to improve energy efficiency in production, such as a cogeneration plant.

## Consumption monitoring and optimisation

Energy and electricity consumptions are constantly monitored, given the strong impact on the environment as well as on corporate finances, especially in light of recent increases in the cost of energy. A consultant has been appointed to manage and monitor electricity consumptions, making it possible to maintain control over the same, to report monthly absorption data for the main production department and warehouse no. 2 (which houses the logistics and tooling departments), and then cross-reference them with the relative bills.

Further interventions also included the **rephasing of the electrical substation** with subsequent rephasing of the entire electrical system, with a view to eliminating the input of reactive energy into the grid.

**IoT control systems** have been installed to monitor the operations of the machinery and provide timely reports of any anomalies or malfunctions.

## Recovery and recycling of raw materials

Two key guidelines have been adopted in this respect. If the technical and qualitative conditions are met, the recovery and recycling of sprues and other processing waste is managed by an internal process, aimed at achieving the **regranulation of the material** and its immediate reintroduction to the production cycle. If this is not feasible, the waste material is delivered to a qualified supplier who **regenerates** it, making it usable for production purposes once more. This approach ensures a **"second life" for raw materials**, primarily nylons.

Inaugurated in July 2022, the **PA/TPE recovery project** of material formerly rejected as non-reusable waste, will make it possible to recover 6,000– 7,000 kg/year.

# Protection of the environment: Good practices



## Multi-print moulds

The goals set for the reduction, recovery and recycling of processing waste have generated conspicuous **optimisations throughout the entire production cycle**. In particular, the revision of the design criteria for new moulds and the adaptation, where feasible, of existing versions. The guideline focuses on the construction and use of multi-print moulds and smaller sprues, which allow increased production by reducing the use of raw materials, hence balancing the ratio between finished products and waste. The project consisting of optimising moulds and reducing waste has made it possible to **reduce cycle times by 10% and the weight of the sprues by 40%**.

## New “life blood” for the moulding department

The chemicals currently used to operate moulding machines are gradually being replaced by other **more eco-friendly** alternatives. For instance, in the closed-loop cooling system of machines, the water no longer contains glycol, but **less toxic substances** such as the anti-corrosive agent 2052A. In addition, assessments are in progress in relation to the possible replacement of the mineral oil used in moulding presses, with a **synthetic and eco-friendly product**. A pilot test will shortly be conducted with the support of machine manufacturers, on one of the presses operating in the department, to assess compatibility and performance of the new substance.

## Packaging

Techno uses cardboard boxes, polythene bags and FSC certified paper elements in the sale and distribution of its products. The packaging received from suppliers is also 100% recycled, and none of it is treated as general waste. Plans are under way to completely **remove plastic** from sales kits by replacing bags with cardboard boxes. The first prototypes have been developed and the packaging will be replaced by the end of 2024.

## Logistics and transport

**Low environmental impact vehicles** with Euro6, hybrid or electric engines have been introduced to the company's fleet, in collaboration with long-term rental companies.

The handling of goods, in particular the transfer of the parts with processing outsourced to third parties, has been optimised and reduced with consequent **savings in terms of time and emissions**.

## Separate waste collection

We currently separate the collection of paper, packaging plastics, wood, metals and mineral oils. The separation of specific waste categories, like mixed plastic-aluminium packaging, has been improved and are currently sent to a specialised **processing and recycling supplier** instead of being disposed of. Employees are required to pay particular attention when managing the sorting and separate storage of waste with the implementation of specific guidelines.

## Relamping

In March 2022, the lamps used in the production area were replaced with LED lights, except for the emergency lights. Brightness has been increased hence facilitating the control of the machine, while ensuring **increased safety** for operators and **energy savings** of 6500 kWh/year.

During 2022, the lighting installations in the offices, the raw materials storage and drying area and the moulding department were also replaced by LED lamps. In addition, the office area has been completely renovated and expanded, including the installation of an efficient heat pump for the cooling/heating of the premises.

# Next Steps



## Governance

A new element will also be included within Techno's management system certifications framework. In addition to the ISO 9001 (Quality System Management System) and ISO 45001 (Occupational Health and Safety Management System) standards achieved in recent years, **ISO 14001** will also be added: this specifies the requirements for an environmental management system and regulates the limitation of the impact of its production activities on the surrounding environment. The certification process has already reached an advanced stage and will be completed in early 2023.

The Social Accountability process, the formalising of which started with the drafting of this report, shall continue with the organisation and introduction of all **sustainability** topics and the identification of the most relevant relevant topics to focus on during future projects.

## External relations

Techno shall continue its collaboration with the **University of Bologna**, whereby the former aims to strengthen its presence in the educational and instruction field, providing hours of tutoring on specific projects related to the company's business activities.

The collaboration with the Lomazzo **Red Cross** will also be finalised, and consist in support provided with awareness-raising and training courses.

## Human resources

An affiliation agreement will be signed with the TIGROS supermarket in 2023, consisting in shopping discounts for all Techno employees.

## Environment

The company is currently assessing whether to replace the use of mineral oil with **synthetic oil**, which boosts performance and reduces levels of environmental impact, given it is produced in the laboratory and not by the refining of oil.

With its **lead free project**, Techno has set itself the goal of switching to lead-free brass. The lead content in the alloy is set, by way of derogation from the Reach regulation, at 4%. The technical feasibility study is currently in progress, as lead-free brass has different malleability and processing characteristics.

Plans also include the monitoring of the electricity consumption of the production work island (press machine + slave unit consumptions), with the installation of a measuring instrument in the electric panels.

In 2023, the **relamping** of the office premises – which commenced in 2022 – will be extended to the tooling and finished product warehouses, where the lighting systems will be replaced with new LED lamps.

Research will continue with industry experts to assess new technological solutions to achieve **energy efficiency**, and the self-production of electricity by means of cogeneration or photovoltaic panels, when technology renders it favourable.

# Summary

# Methodology Notes

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## Document drafting date

This document was drafted on **02.05.2023**

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## Data reference period

The data collected refers to the period from 01.01.2022 to 31.12.2022

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## Reference area perimeter

The reference area is Techno S.r.l.

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## Reference contact

Techno S.r.l.  
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tel. +39 031 976445

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## Contact person

Luca Galli

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# CSR criteria

Score

## Economic indicators

- |    |   |                                     |
|----|---|-------------------------------------|
| 1. | Does your company produce a sustainability report?  | <input checked="" type="checkbox"/> |
| 2. | Do you communicate your commitment to sustainability?   | <input checked="" type="checkbox"/> |
| 3. | Does your company have a Code of Conduct/Code of Ethics/Charter of Values?                    | <input checked="" type="checkbox"/> |
| 4. | Has your company obtained any certifications?   | <input checked="" type="checkbox"/> |
| 5. | Do you pay more than the minimum wage envisaged by the CCNL?                                  | <input checked="" type="checkbox"/> |
| 6. | Do you use raw materials or products from certified sources?                                  | <input checked="" type="checkbox"/> |
| 7. | Do you take social and environmental factors into consideration when choosing your suppliers? | <input checked="" type="checkbox"/> |
| 8. | Does your procurement system give priority, where feasible, to local suppliers?               | <input checked="" type="checkbox"/> |

## Social indicators

- |     |  |                                     |
|-----|--|-------------------------------------|
| 9.  | Do your employees have a flexible work schedule?   | <input checked="" type="checkbox"/> |
| 10. | Are smart working options available to your employees?   | <input checked="" type="checkbox"/> |
| 11. | Do your employees have insurance coverage in addition to statutory insurance for sickness, accidents or old age? | <input checked="" type="checkbox"/> |
| 12. | Do your employees have the option to take parental leave in addition to statutory obligations?                   | <input checked="" type="checkbox"/> |
| 13. | Does your company have a corporate welfare plan?   | <input checked="" type="checkbox"/> |
| 14. | Do you have both genders in executive roles or on the Board of Directors?  | <input checked="" type="checkbox"/> |
| 15. | Do you have employee health and safety measures in place, in addition to statutory obligations?                  | <input checked="" type="checkbox"/> |
| 16. | Do you offer training programmes to employees that are not legally required?                                     | <input checked="" type="checkbox"/> |
| 17. | Do you provide training to students through curricular internships/school-work alternations?                     | <input checked="" type="checkbox"/> |
| 18. | Do you recruit employees from disadvantaged categories?  | <input checked="" type="checkbox"/> |
| 19. | Do you sponsor any local associations or bodies?   | <input checked="" type="checkbox"/> |
| 20. | Do you support any collaboration projects with local bodies or associations?                                     | <input checked="" type="checkbox"/> |

## Environmental Indicators

- |     |  |                                     |
|-----|--|-------------------------------------|
| 21. | Have you carried out any structural improvements to your buildings over the last 8 years?  | <input checked="" type="checkbox"/> |
| 22. | Have you upgraded any infrastructure, furniture or machinery over the last 5 years, improving the impact on the environment and employees? | <input checked="" type="checkbox"/> |
| 23. | Do you measure your energy consumptions with the aim of improving your impact?   | <input checked="" type="checkbox"/> |
| 24. | Do you use energy from renewable sources?  | <input checked="" type="checkbox"/> |
| 25. | Do you measure your water consumptions, with the aim of improving them?  | <input checked="" type="checkbox"/> |
| 26. | Have you put in place any specific waste reduction or recycling processes?   | <input checked="" type="checkbox"/> |
| 27. | Do you use sustainable corporate means of transport or have you put in place a mobility plan?  | <input checked="" type="checkbox"/> |
| 28. | Do you use logistics services that provide data on the environmental impact of its transport activities?                                   | <input checked="" type="checkbox"/> |
| 29. | Do you have CO2 emission reduction plans in place?   | <input checked="" type="checkbox"/> |
| 30. | Do you have plans in place to reduce packaging materials or reduce disposable plastic?   | <input checked="" type="checkbox"/> |

Score: 23/30



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