

SUSTAINABILITY REPORT 2025

SEAL-TEAM S.r.l.

Main evidences from our first sustainability report



VSME Standard – Basic Module · Individual basis · Financial year 01/01/2025 – 31/12/2025

Vigolo (BG) · Italy



Who we are

SEAL-TEAM designs and manufactures technical rubber products at its single plant in Vigolo (BG), Italy. It is a single-member limited liability company (sole shareholder: SEAL-TEAM HOLDING S.r.l.) managed by a Sole Director, with a UNI EN ISO 9001:2015 certified quality management system.



NACE C 22.12 – Manufacture of other rubber products



€7.0m

Revenue 2025



€8.3m

Total assets



24

Employees at 31/12/2025



3,948 m²

Site area

Our ESG journey

Two ESG Plan targets achieved ahead of schedule



Energy and climate



916.6 MWh

electricity consumed in 2025



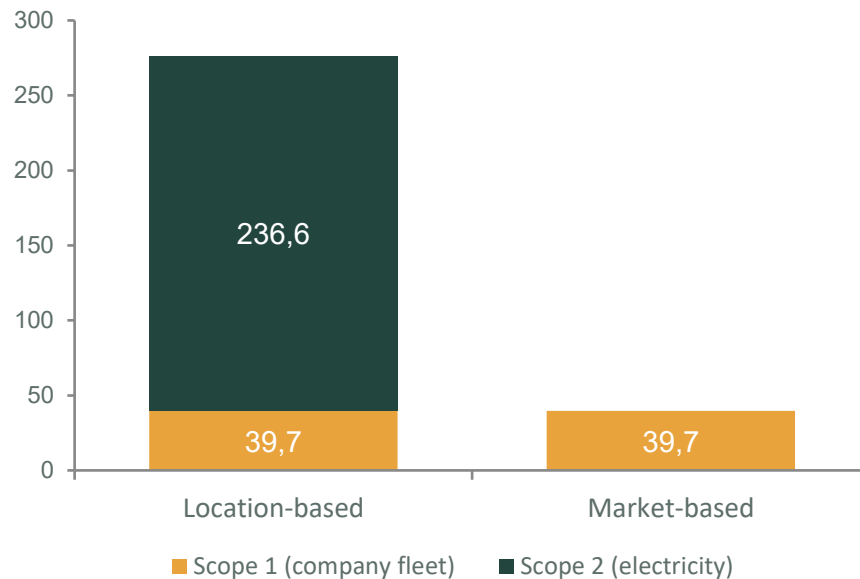
100%

from renewable sources, covered by
Guarantees of Origin

-86%

market-based vs location-based
emissions, thanks to certified
renewable electricity

Scope 1 and 2 GHG emissions (tCO₂e)



Total: 276.3 t (location-based) · 39.7 t (market-based)

Environmental footprint



244 m³

Water withdrawal

0 m³ from high water-stress areas



3,948 m²

Land use

of which 724 m² nature-oriented



80.1 t

Waste generated

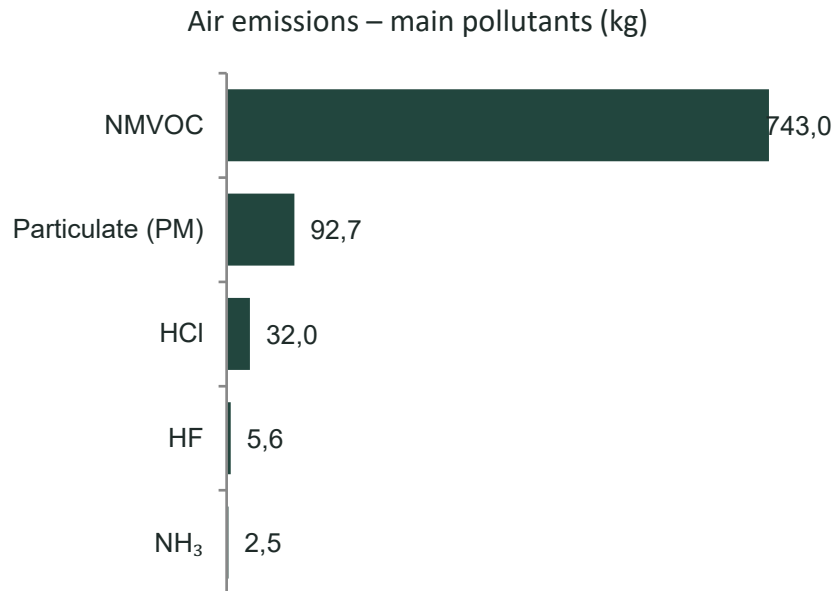
100% non-hazardous



328.5 t

Materials used

91% elastomers



Annual monitoring of authorised emission points (AUA)

Circular economy



Less production scrap

New-generation machinery and production-cycle planning to minimise rubber trimmings.



Responsible waste management

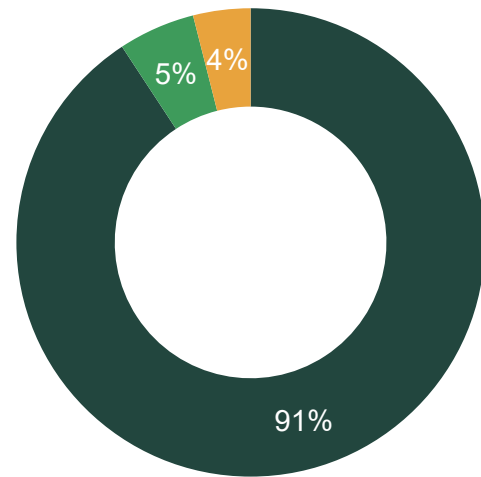
Separation by category, safe storage and delivery to qualified, authorised operators.



Efficient plants and machinery

Progressive replacement with high-efficiency motors equipped with inverters.

Materials used in 2025 (t)



■ Elastomers ■ Packaging ■ Other materials

Our people



24

employees

13 men · 11 women



92%

permanent contracts

22 out of 24



0

accidents

no fatalities

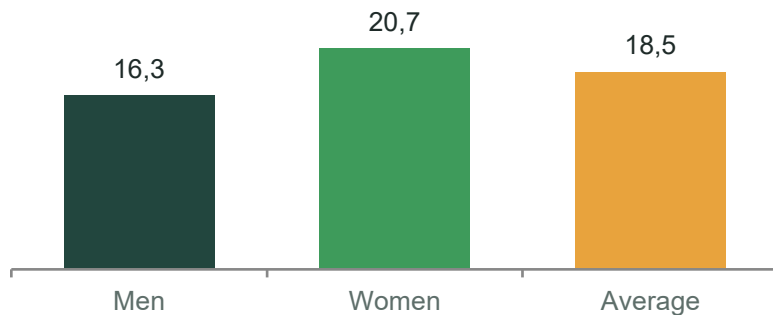


100%

collective agreement

Rubber & Plastics CCNL

Average training hours per employee



Turnover rate 8.3%: 2 departures offset by the same number of new hires.



Gender pay gap of 24.1%, mainly linked to the longer length of service of male employees and to the pay of heads of function.

Governance and business ethics

Code of Ethics approved on 15/09/2025



Legality and anti-corruption

Zero tolerance for corruption, conflicts of interest and undue pressure.



Human rights

Rejection of child and forced labour, non-discrimination and equal opportunities.



Confidential reporting

Internal whistleblowing channel with protection for whistleblowers.



Supply chain

Preference for suppliers complying with environmental and safety rules.

0

convictions or fines for corruption in 2025

0

revenue from controversial weapons, tobacco or fossil fuels

Next steps

2025-2027 ESG Plan



Installation of a photovoltaic system



Monitoring the energy consumption of each press and production order



Replacement of older machinery and energy upgrades of buildings



Scope 1 and 2 monitoring and assessment of a Scope 3 estimate



Setting medium-term emission reduction targets