

THE RIGHT PARTNER FOR OUR PLANET

**TOGETHER FOR
A BETTER
PLANET.**

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SOCIAL RESPONSIBILITY

FOCUS ON PEOPLE

Agreements with schools to **train new professionals** because we believe in the new generations.

We support **social inclusion projects** for children and young people with autism and disabilities; we support associations that aim to make it possible to combine disability and winter sports.

We have obtained **Gender Equality Certification**: women in the workforce are as many as 58%.
25K € is also allocated annually to support inclusiveness.

A **daycare center/nursery** has been built near the Company to help young couples reconcile work and family life.
SPM employees have priority and a discount on tuition, supported by the Company itself.



GENDER EQUALITY
UNI/PDR
125:2022



NURSERY



EDUCATION

ENVIRONMENTAL SUSTAINABILITY

SPM'S GOAL

The company's goal is to use **100% energy from renewable sources** (independently or externally produced) by 2028.

DAILY ACTIONS

SPM has always been committed to the **protection of the environment** and continues its effort to achieve sustainable energy efficiency.

SPM has **reduced** total consumption by **30%** by:

- scrapping energy-intensive systems and the automatic adjustment of the systems on and off.
- installation of charging devices and e-vehicles.
- installation of filtered and purified water dispensers for employees.

We're finalizing the process to achieve the **Benefit Company Certification** and we have been certified **FSC**.



POWER: 500 KW
Cover up to
70-80% of energy
consumption
on sunny days

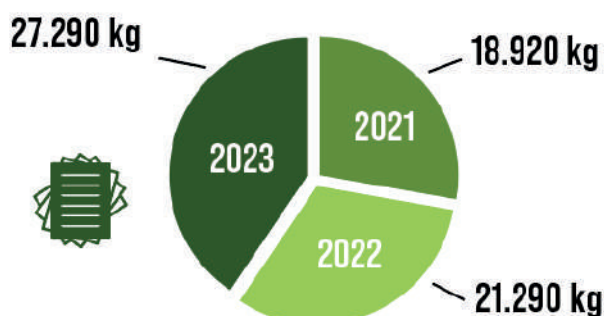
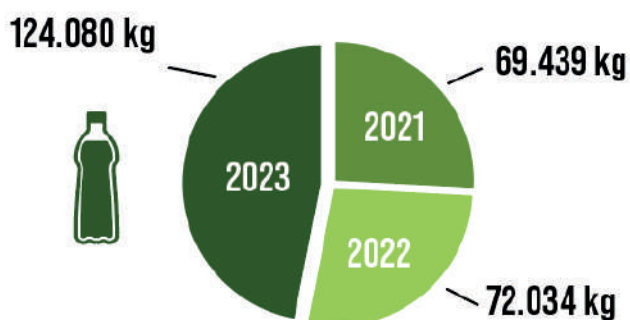
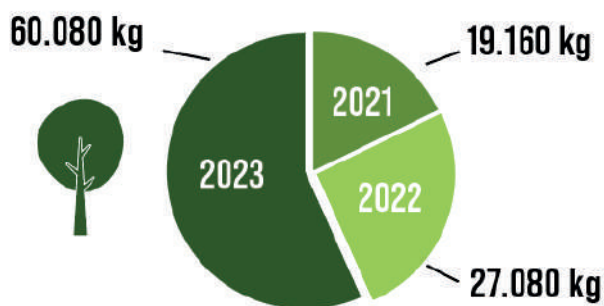


**TOTAL
CONSUMPTION**
-30%



FSC CERTIFICATION
Forest
Stewardship
Council

PROPER WASTE DISPOSAL



INDUSTRIAL WASTEWATER DISCHARGES HAVE BEEN ZERO SINCE 2014.



ADIABATIC COOLING SYSTEM DON'T HAVE EVAPORATIVE TOWERS AND REDUCE ENERGY CONSUMPTION BY 80-90%.



7 REPLACEMENT ENERGY-INTENSIVE INSTALLATIONS

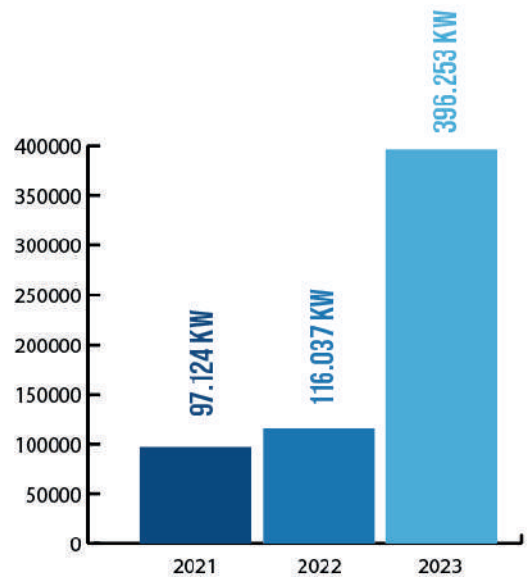


SCHEDULED SWITCHING ON AND OFF OF INFRASTRUCTURE

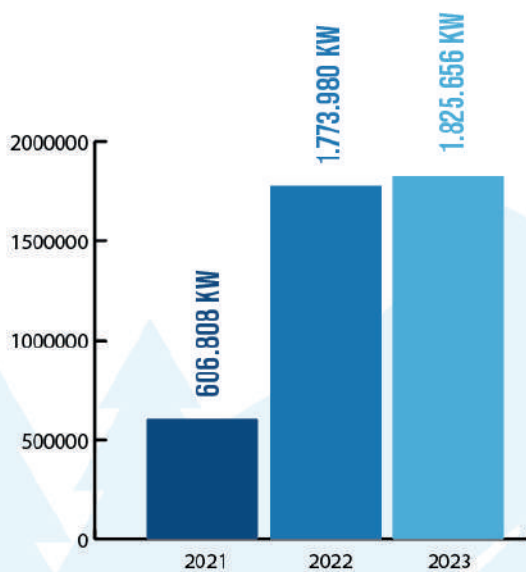
ENERGY CONSUMPTION

TCO₂ avoided in 2023

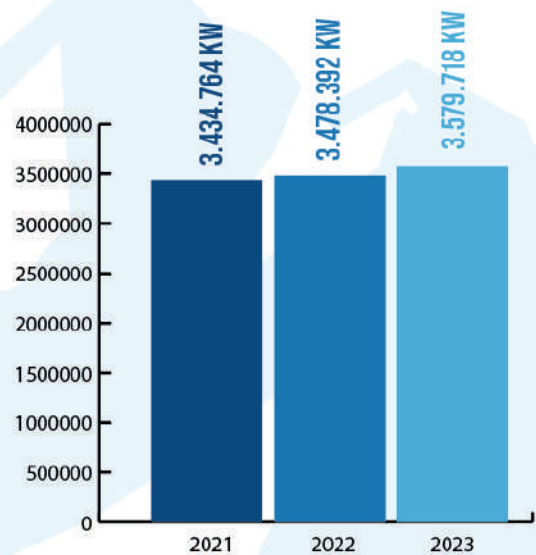
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SELF-PRODUCED ENERGY



ENERGY DRAWN FROM RENEWABLE SOURCES



ENERGY DRAWN



RECYCLING OPERATION

NEW LIFE

SPM cares about giving **new life to its products** by disassembling all their parts and evaluating them. If the plastic is in good condition, they are reduced into smaller fragments and **recycled** to form other slalom poles or components.

SPM, in cooperation with **specialized companies**, takes back old snow grip bases and broken tubes to dispose them for the future reuse of raw materials.

For each snow grip base and each kg of broken tubes returned, **SPM awards 0,50 euro** credit to be used on the next order (within 12 months of receiving the material). After that period, unused credits will be **donated to Freerider Sports Events**, an association that provides sports activities aimed at people with disabilities.

No matter how little is the piece recollected, the company **takes back everything found on a ski slope or in the woods** to contribute to the cleanliness of the environment in which we live. However, such materials must be free of adhesives, paints, etc., before being remanufactured.



**NEW LIFE TO
USED PRODUCTS**



**SPM AWARDS € 0,50
FOR EACH SNOW GRIP
BASE AND EACH KG
OF BROKEN TUBES
RETURNED**



**DONATION TO
FREERIDER
SPORT EVENT**



CLEANUP DAYS

EDUCATION

THE PROJECT

SPM is proud partner of **CleanUp Days**, a project aimed at raising awareness among young children toward a culture of ethical commitment, an initiative in environmental sustainability aimed at **cleaning up parts of skiable areas from rubbish left**.

"Our work is rooted in the mountains and born from a passion for a sport practiced amid nature, so we cannot remain indifferent and want to renew our commitment to the environment."

A. Balimberti

The little skiers can clean up the chosen area **thanks to a specific kit** and supported by the Ski Instructors.

Together they begin to **waste sorting**, marking each **"Cleaned Area"** with a sign.

The CleanUp Days also include the participation in a **Contest** in which one can win a voucher for the purchase of educational material for the school, signed **SPM**.

**The younger generations are our future.
There's no better context to educate them about sustainability and environmental protection.**



KIT:

- PERSONALIZED BIBS
- JUTE BAGS
- GLOVES



145 WASTE BAGS
COLLECTED



9 SKI AREA
CLEARED



391 CHILDREN
INVOLVED



SERVICE

RETROFIT

The **SPM Retrofit** is a service of "**renovation**" and **maintenance** of the following products:

- **Nets Type A**
Status check and repair of any damage
- **Matts**
patching in case of PVC torn and restoring eyelets.
- **Reflector on sign poles**
restored if necessary or removed.
- **Poles**
tube change, tip or joint re-tensioning (SPM product only).
- **Kindergarten Figures**
assess whether the lining should be completely redone or not.

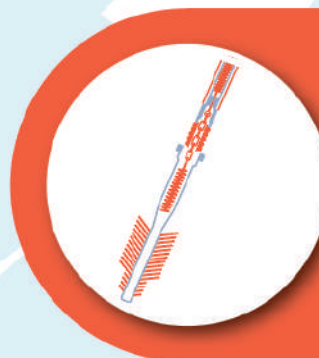
REGENERATED POLES

Sustainability is also about the **durability** of products.

That is why SPM offers the opportunity to purchase "regenerated poles": **metal joint** and **brush in excellent condition** coming from poles by high-level competitions and **new tube**.



**IN SUMMER:
FROM APRIL/MAY
TO SEPT./OCT.**



**REGENERATED
JOINT
+
NEW TUBE**

OUR COMMITMENT

2023

SPM USES 30 TONS OF PLASTIC
GROUND FULLY RECYCLED

30
TONS

70.759

WE PRODUCE RECYCLED PRODUCTS

2026

CARBON NEUTRAL

0%

2030

30%

RECYCLED MATERIAL IN SPM PRODUCTS



REDUCE WASTE DISPOSAL TRIPS

- IN 2023 SPM HAS MADE 181 TRIPS
- 2024 FORECAST IS MAKE 144 TRIPS
- 2030 FORECAST IS STAYING BELOW 100 TRIPS



SPM
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SPM Sport Equipment



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