



COSTER
Cares

CosterAcademy – school edition 2024
4-8 Novembre 2024

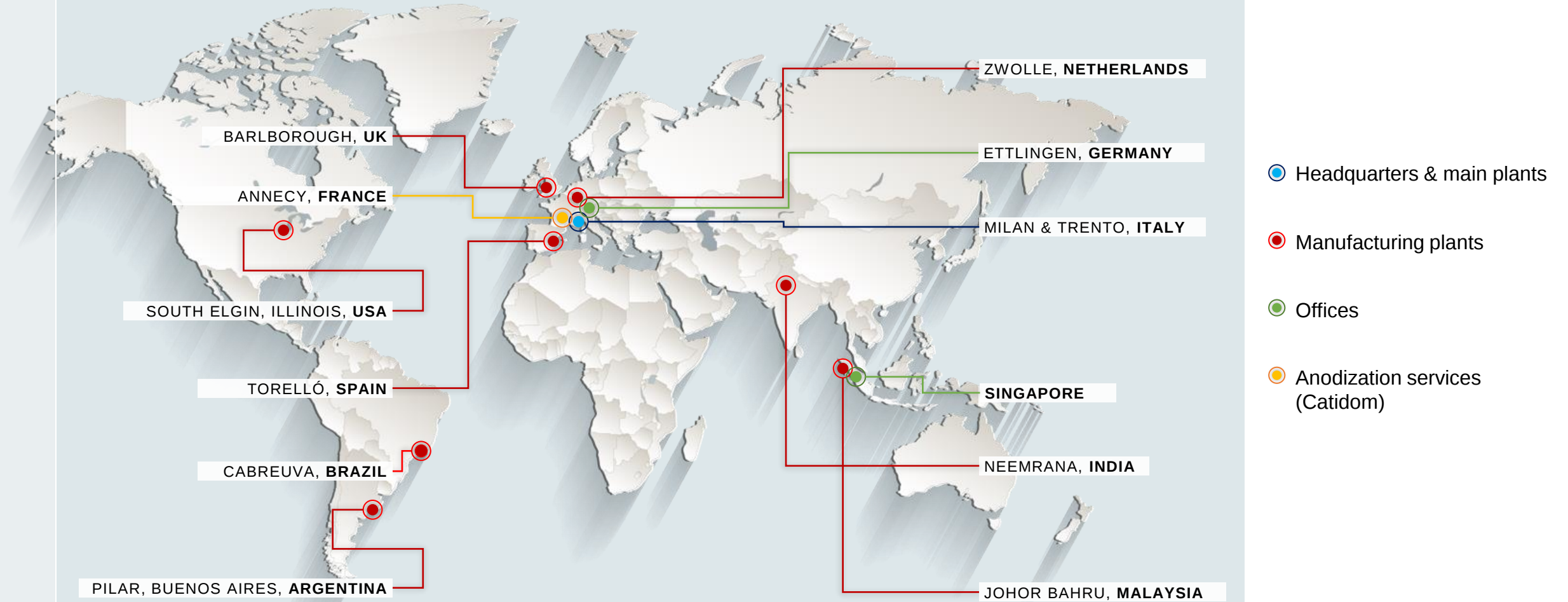
COSTER  **ACADEMY**



Who we are

- **Family and women owned**
- **+250M € turnover**
- **Headquartered in Italy**, with 18 manufacturing sites in 10 countries
- **Financial independence**
- **Long term vision**
- **Passion** for technology and sustainability

G-Local strategy



Our packaging offer on the market

DISPENSER & SPRAY PUMPS



AEROSOL VALVES & ACTUATORS



FRAGRANCE PUMPS





Coster in numbers

2BN

valves

>950

employees

2BN

actuators and spray caps

18

plants

>550M

pumps

>250

injection machines

>200

assembly machines

1000

clients

Sustainability

As a global leader manufacturer in the Aerosol and Dispensing Packaging business, we at Coster consider sustainability with the highest importance and our responsibility towards all stakeholders both internal and outside our factories.



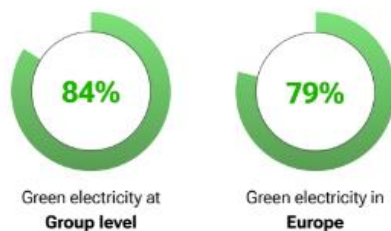
// SUSTAINABILITY

Sustainability is at the centre of Coster's strategy.

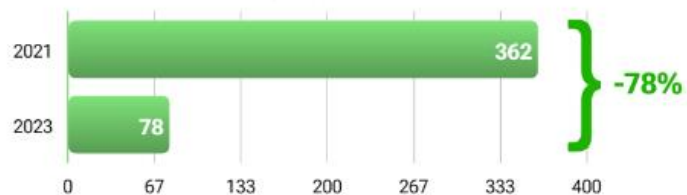
The company is committed to having a positive impact and challenges itself to improve year after year. **The new roadmap will lead the company to achieve several sustainable goals by 2030.**



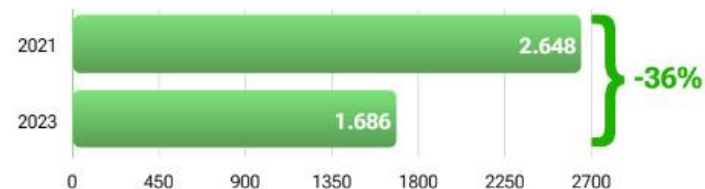
GREEN ELECTRICITY



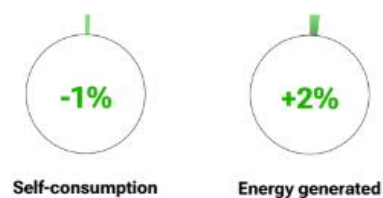
WASTE DISPOSAL REDUCTION vs 2021 (ton)



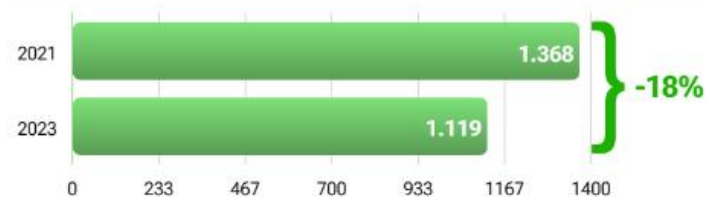
SCOPE 1 & 2 MARKET BASED EMISSION REDUCTION vs 2021 (CO₂e)



PHOTOVOLTAIC ENERGY vs 2021



SCOPE 1 EMISSION REDUCTION vs 2021 (CO₂e)

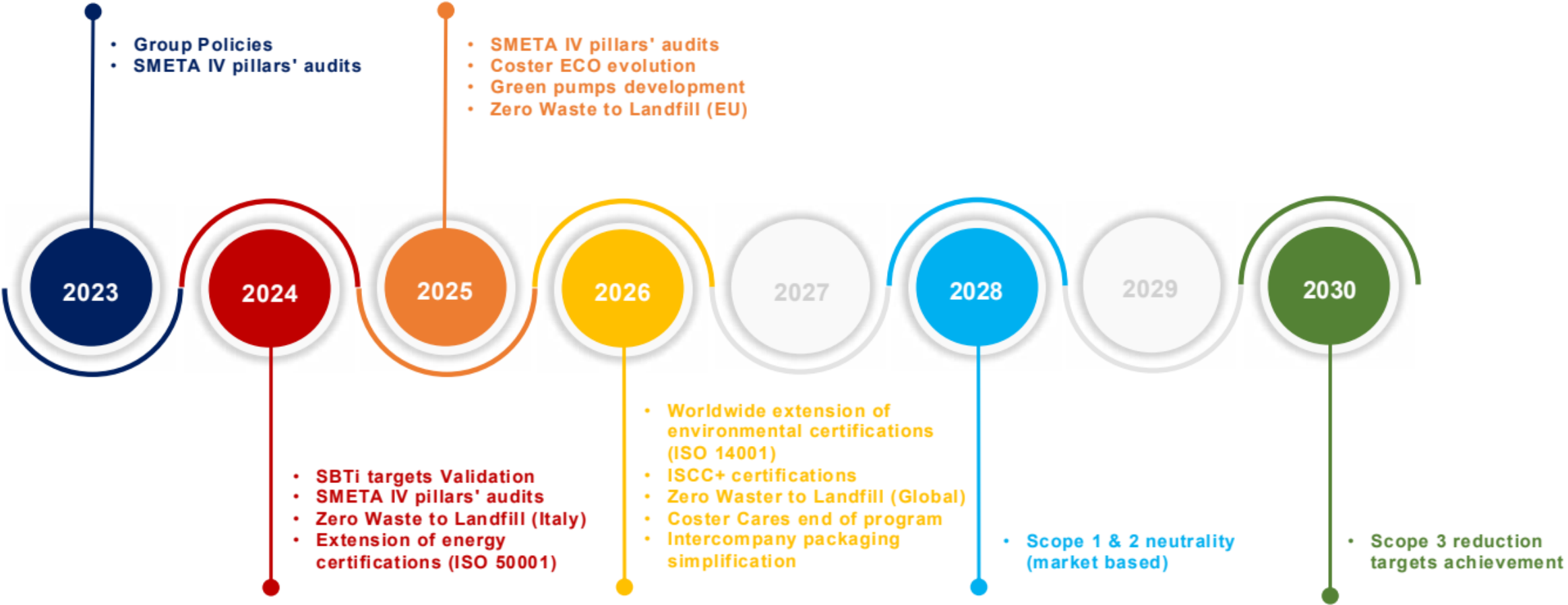


SCOPE 2 MARKET BASED EMISSION REDUCTION vs 2021 (CO₂e)



Coster sustainability plan

Coster launched in 2023 the new sustainability roadmap 2023-2030 according to the current global necessities, international programs and market requirements. The following KPIs are part of it and are strictly connected with the Materiality Assessment reported later in the document and will be picked up in more details in the specific sections of the Report. In addition to the following KPIs, several other indicators and targets will be reported in the document in compliance with the GRI Standards requirements.



COSTER Cares

«The 5-year program (2022-2026) to take care of Coster employees and, more in general, of the local communities in which Coster operates, thanks to cultural, educational and economic measures»



Employee Well-being, People Development & Retention

- Promote **people well-being and work-life integration**
- **Attract, develop and retain Coster people**
- Identify and **share the critical and distinctive Coster know-how** to preserve our footprint

- Coster Academy
- Family day
- Well-being seminars
- Vocational guidance for employees' children



Diversity, Equal Opportunities & Inclusion

- Foster an inclusive and diverse environment, achieving 30% women representation at leadership roles by the end of 2026
- Embed DE&I culture throughout the organization, developing diverse and inclusive leaders

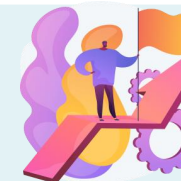
- Inclusive recruiting and promotion processes
- Maternity kit
- Targeted Recruiting and Training Programs



Partnership with Local Communities

- Build strong relationship with local communities to support economic development and human well-being and promote education and innovation with a giving-back mindset.

- Bright Future
- Volunteering Programs



COSTER Academy

“Ha l’obiettivo di identificare e condividere le competenze distintive di Coster, per preservare il nostro know-how distintivo”.

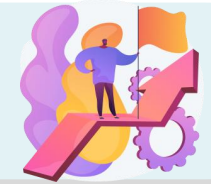


School
Edition

COSTER  **ACADEMY**

Programma di **5 giorni** rivolto agli **studenti delle scuole tecniche superiori del territorio**, con l’obiettivo di **diffondere il know how specifico di Coster** e **presentarci come possibile futuro employer** e nel contempo **promuovere l'istruzione e l'innovazione** all’interno delle **comunità locali in cui operiamo**.

Obiettivi: CosterAcademy – School Edition 2023



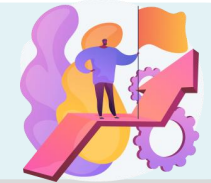
Il programma, rivolto a circa **15 studenti di 5° superiore** dell'Istituto Tecnico Tecnologico Buonarroti di Trento, oltre agli argomenti relativi al **know-how specifico di Coster**, si caratterizza per un **focus sul tema della Sostenibilità**, declinato nella realtà industriale di Coster.

Attraverso la **testimonianza di numerosi manager aziendali**, gli studenti avranno modo di toccare con mano un tema complesso, quale quello della sostenibilità, nelle sue diverse sfaccettature.

Inoltre, gli studenti avranno modo di **mettersi in gioco in prima persona**, affrontando un **caso pratico**, di cui presenteranno, una propria proposta risolutiva.

Il team che presenterà, secondo il giudizio di Coster, **la proposta più completa sarà premiato**.

Informazioni generali



01

Quando?

Da lunedì 4 a giovedì 7
Novembre, dalle 9:00 alle
15:00 circa, con un'ora di
pausa pranzo.

Venerdì 8 Novembre dalle
9:00 alle 12:00.

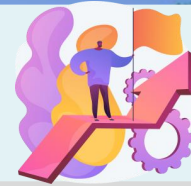
02

Dove?

- 4 e 5 Novembre nella sede di **Costerplast a Caldonazzo**.
- 6 Novembre nello stabilimento di **C3 a Caldonazzo**.
- 7 e 8 Novembre in **C1 a Calceranica al Lago**.



Programma– 04/11/2024 - Day 1



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Coster: origini e strategia futura

Dalle origini di Coster agli obiettivi di sviluppo futuro



Corso introduttivo alle materie plastiche

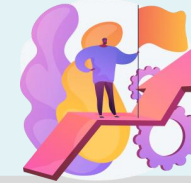
I polimeri e le loro caratteristiche



Il ruolo delle Risorse Umane in Azienda



Programma– 05/11/2024 - Day 2



14



Corso introduttivo agli stampi per iniezione

Elementi costruttivi di uno stampo e principali tipologie di stampi ad iniezione



Corso introduttivo al processo di stampaggio

- Descrizione del ciclo di stampaggio base e del processo di stampaggio a iniezione
- Visita reparto collaudo stampi



I sistemi informatici di fabbrica

- MES, sistemi di magazzino
- Visita dello stabilimento C2



Programma– 06/11/2024 - Day 3



15



Le plastiche sostenibili

Plastiche biodegradabili e polimeri da fonti rinnovabili



Energia e Life Cycle

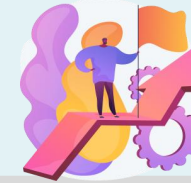
La certificazione ISO50000 e i progetti di miglioramento energetico



Visita dello stabilimento C3

Attraverso la testimonianza di un collega, si potranno osservare i diversi reparti dello stabilimento





L'innovazione sostenibile nei prodotti Coster

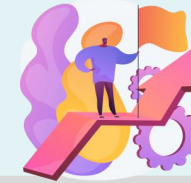
- I prodotti Coster e gli impatti della sostenibilità sulla progettazione dei nuovi prodotti
- Visita al laboratorio tecnologico



Introduzione alla Sostenibilità e rendicontazione

- Cenni storici e normativi e i Sustainable Development Goals
- Best practices esterne e interne a Coster
- Materiality Matrix and Stakeholder engagement
- KPIs and Sustainability reporting

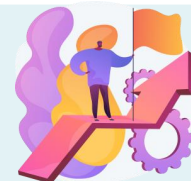




Lavoro di gruppo

Lavoro in sotto-gruppi, applicando alcune delle metodologie del Design Thinking, per la risoluzione di un caso pratico.





Q&A





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