

SUSTAINABILITY REPORT

2022-2023





We at the Lifeanalytics Group are proud to share our first Sustainability Report with you.

We work every day with our customers to create a safe and sustainable future. We are a leading Italian company working to identify risks posed to health and the environment. We want to work to find innovative solutions capable of facing today's challenges and ensuring the well-being of future generations.

We really feel we are participants in the 'battle for sustainability' and we want to meet the challenge that the European Union has posed us with its Green Deal.

It's our duty to produce our first Lifeanalytics Group Sustainability Report, which confirms the commitment and determination shown by us and by our shareholder, the Cerba HealthCare Group.

This report contains information on what we're doing and what we want to do: company certification, the commitment of our business units and the various services we offer in support of sustainability. We've set out a number of cases where our company has worked with our customers to find innovative sustainability solutions, and we are mindful of our responsibility to people and communities – dignified work, gender equality and sustainable cities are significant features of the Green Deal. Finally, we have included details of some of the commitments that the Lifeanalytics Group and Cerba HealthCare Group have made to improve sustainability.

It's a journey we've started well.

We want to hit the ground running and we're pleased to be able to work with people who want to run with us.

Global sustainability is a collective exercise.

It can't be reached alone; we have to do it together.



Roberto Pisa
Executive Chairman



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The information and data contained in this report refer to the Lifeanalytics Group for the period from 1st January to 31st December 2022-2023, unless otherwise indicated.

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OUR HISTORY



THE EVOLUTION OF LIFEANALYTICS

“Lifeanalytics is one of Italy’s principal players in a constantly expanding market”

We are Lifeanalytics, an Italian company formed in 2018 from the merger of historic businesses in the T.I.C. (Testing, Inspection and Certification) sector. **Today, we are a multi-site company operating as an integrated platform with global coverage and widely distributed. We and our customers have a central mantra: safety.** We have a close relationship with our customers thanks to our network of accredited laboratories and area centres specialising in consultancy and sampling, all supported by the financial stability of a large investor. 100% owned by Cerba HealthCare Group, a global leader in the medical sector, we are one of Italy’s principal players, with over 1,000 workers. Cerba HealthCare’s support allows us **to continually invest in advanced instruments and specialist skills**, enabling us to use a made-to-measure approach that exactly meets our customers’ needs.

We are known for our ability **to provide a wide range of support to our customers** in an extremely technocratic market. But thanks to our business unit structure (**EHS, Engineering, Product Safety, Food and Cosmetic & Medical Device**) we are able to provide laboratory analysis support alongside value-added services such as consultancy and training.

Our EHS business unit focuses only on environmental themes but it’s the **idea of using safety as a tool for sustainability that provides us with a unique market position.** Safety in the workplace, in the products we use every day, in the food we eat, in the cosmetic and medical device we use, in the roads we use on our daily drive and in the properties we inhabit: without safety, there can be no future.

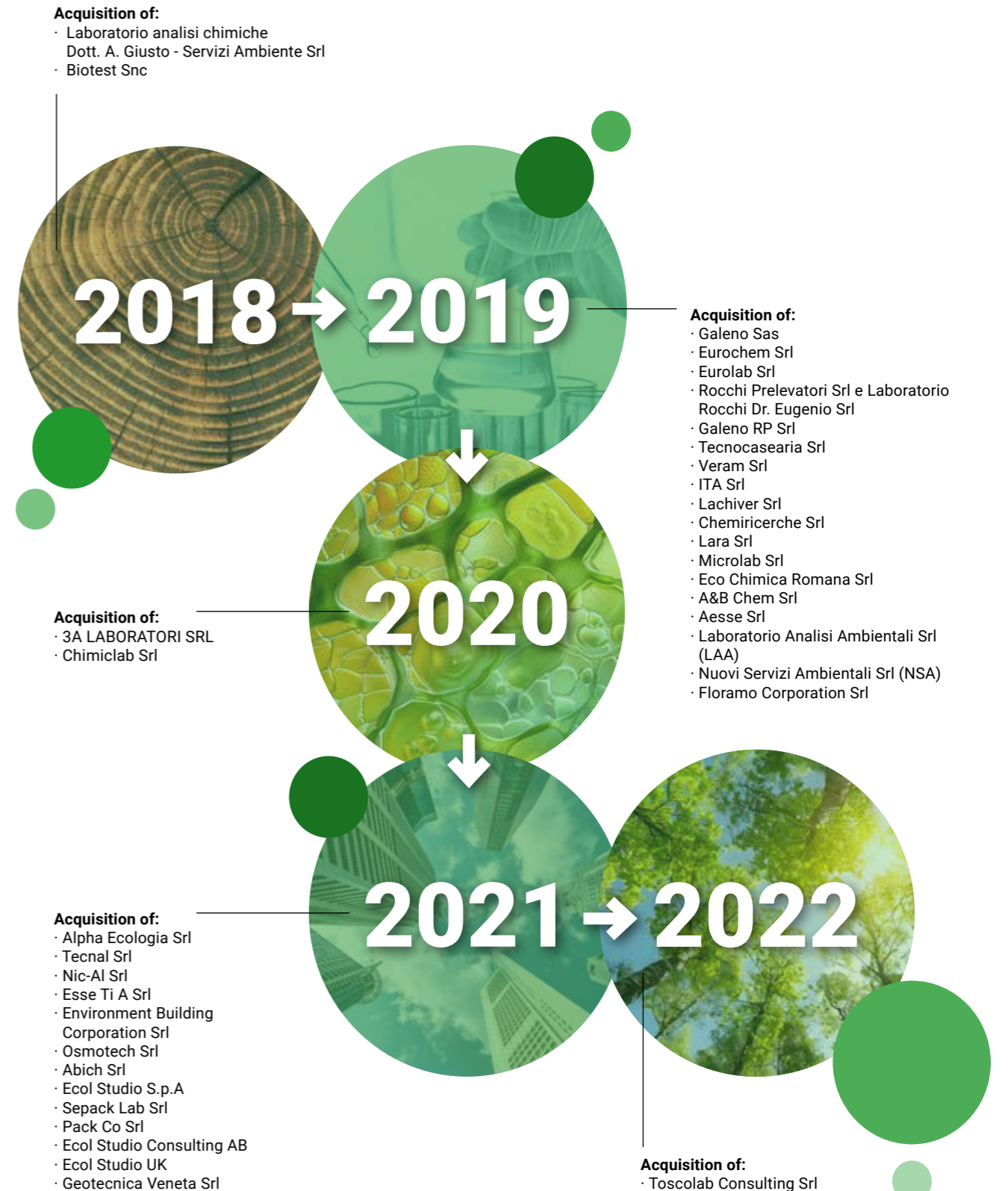
Cerba HealthCare Group

Cerba HealthCare Group is a global leader in the medical diagnostics sector, with a strong presence in Europe and all over the world. Founded in France, its main offices are in Saint-Ouen-l’Aumône, on the outskirts of Paris. The group employs more than 15,000 people worldwide and specialises in laboratory medicine, offering a vast range of diagnostic services that

extend from routine tests to more advanced specialist tests.

Cerba HealthCare operates in more than 16 countries in Europe, Africa and in other regions of the world, through its extensive network of laboratories, clinics and diagnostic centres. With 450 medical analysis laboratories and 150 collection and diagnostic centres, Cerba is known

for its commitment to innovation and research, working in partnership with scientific and academic institutions to develop new diagnostic solutions. In the last few years, Cerba HealthCare has expanded its international presence through strategic acquisitions, consolidating its position as a market leader and continuing to pursue its objective to improve the quality of medical diagnosis worldwide.



PAST, PRESENT AND FUTURE

Lifeanalytics was born from a merger of a number of different Italian companies operating in the T.I.C. (Testing, Inspection, Certification) sector. The merged companies shared some distinctive elements: **solid specialisation in the sector**, which was complemented by providing commodity services outside the sector, and relationship marketing, where the founder provides the business identity and its know-how, maintaining a **trusting relationship with its customers that has been consolidated over decades**.

Since 2022, we have undergone significant changes, transforming from a financial project into a **structured company**. We've used a **vertical approach organised into business units**, abandoning the previous generalised multi-provision strategy that characterised the merged companies. This change has affected all our departments, from sales staff and operations to marketing.

A central element of our strategy has been to acquire historic brands, challenging ourselves to enhance them and to show the market that their consolidated expertise has not only been preserved, but has also been amplified by being integrated into a single large company.

During 2022 and **2023**, we concentrated our strategy on **maintaining our historic brands, placing them alongside the Lifeanalytics brand**. This way we can convey our on-going evolution to the market, making each acquiree's brand ambassadors more visible.

In 2024, by changing to a business unit structure, **we focused on publicising our really distinctive services that have long been recognised by the market**. From 2025, each business unit's services will be its distinctive sign of excellence, creating a clear imprint that will tell our customers that our **existing expertise has not only been amalgamated, but enhanced further**.

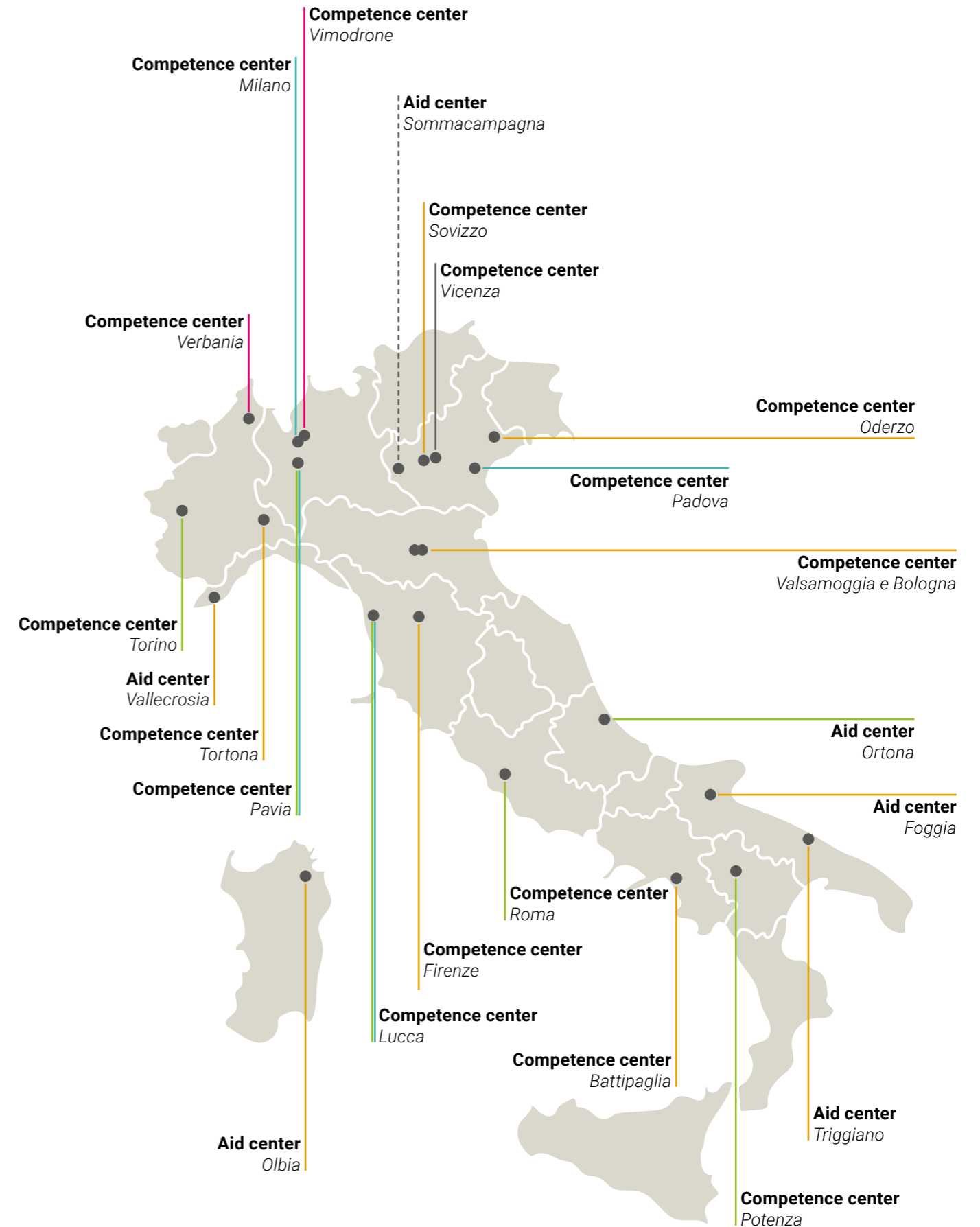
This reorganisation has also allowed our staff to specialise in specific functions, supporting a change from multi-tasking roles to highly-specialised ones. Thus, we have been able to support our staff's professional development ambitions whilst growing the sectoral expertise demanded from us by the market. We are strengthening our internal know-how and improving our capacity to meet our customers' needs more precisely and proficiently.



WE ARE WHERE YOU NEED US MOST

The fact that we can be found all over Italy is one of the fundamental aspects that ensures that we have an effective and timely presence in various local markets. It allows us to respond to the specific needs of our customers, adapting to regional variations and making

our operations more efficient. Our competence centre operates as an innovation and specialisation hub, helping to develop made-to-measure solutions and improving the quality of our services, which also makes the Group more competitive.



MISSION AND VISION

Mission

Here at Lifeanalytics, our mission is to be a **key partner in creating a safe and sustainable future for our customers**. Working closely with our customers, we are committed to implementing innovative solutions that can meet today's challenges and also ensure the well-being of future generations. We aim to build long-lasting and fruitful relationships, based on solid partnerships and shared success. We are renowned for **our in-depth knowledge of the sector, for our strong commitment to helping our customers grow and for our constant focus on innovation to meet emerging needs**. With our strong sense of ethical responsibility, we are dedicated to making a difference, helping to make a safer and more sustainable world.

Vision

The Lifeanalytics vision is **to be a global point of reference for customers** who are not just looking for a reliable provider of laboratory analysis services but are also seeking a capable partner that can **understand, anticipate and meet their needs by providing made-to-measure solutions**. We aim to be recognised for our commitment to strengthening our customer's specific expertise and ensuring that their business is successful, offering laboratory analysis services, consultancy and high-level training to have a positive impact on the world. We see our role as being one of excellence and integrity, pledging **to offer tangible guarantees of quality and personalisation**.

Supported by our dedicated infrastructure and our strategic geographic presence, we are committed to satisfying the special needs of each region and to proactively helping our customers to develop their business in an innovative way. **Our main mission is to have a positive influence on the sector, promoting safer and more sustainable development that makes a permanent difference.**



LIFEANALYTICS IN NUMBERS



1,200
collaborators

♂ 45% ♀ 55%



sampling with
national coverage

16
regions covered by
our laboratories



56
facilities



over
18,000
active clients



3,000
analytical methods



750,000
samples
analysed each year

OUR VALUES

The values on which Lifeanalytics was founded are the beating heart that guides every aspect of our operations and strategies. We are well-known for our commitment to our customers, the climate of respect for our staff, our high-speed operations, our reliability, expertise, authenticity and integrity, all of which are the essential building blocks for constructing solid and long-lasting relationships with customers and partners.

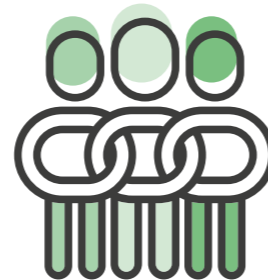
Customer focus

For us, having the customer at the centre of what we do is an essential guiding principle that extends throughout all our operations. We put the customer at the centre of all our decisions and actions, and we recognise that it's important to have an in-depth understanding of their needs to offer high-quality, made-to-measure solutions. We are dedicated to building solid and collaborative relationships, working closely with our customers to anticipate their challenges and to provide timely and focused responses. This commitment to customer focus not only ensures that everyone is satisfied and successful, but it also fuels our continual cycle of innovation and improvement, reflecting our mission to help our customers to grow and to be successful.



Respect for staff

Here at Lifeanalytics, respect for staff is a fundamental value that extends into every aspect of company life. We recognise that a positive and collaborative working environment is crucial for success and continued growth. We promote a climate of mutual respect, where each individual is valued and listened to. Valuing diversity, providing mutual support and recognising skill are central to that culture. We advocate open and transparent communication and offer all our staff the opportunity to grow and develop professionally. This approach is essential for building a cohesive and motivated team that is capable of reaching shared goals and helping the business to be successful.



Speed

Speed is an attribute that guides our activities and market strategy. We know how competitive and dynamic the environmental diagnostics sector is, so we consider speed to be a crucial element in being able to quickly meet our customers' needs and to face continually evolving challenges. We are dedicated to ensuring rapid and effective responses, optimising internal processes and using advanced technology to accelerate analysis times and to deliver results faster. However, this commitment to speed does not compromise our quality. In fact, it improves efficiency and allows us to offer a more precise service. For us, speed is an engine for continuous innovation, allowing us to anticipate sector trends and to be agile enough to adjust quickly to market changes.



Reliability

For Lifeanalytics, reliability is an essential value that guides all its operations and relationships with customers. The company understands the importance of trust in the environmental diagnostics sector and is dedicated to providing safe and effective solutions. Lifeanalytics commits to maintaining high standards of accuracy and consistency through rigorous procedures and constant quality controls, to deliver precise and timely results. By promoting a culture of accountability, every team member is motivated to uphold the highest standards.



Expertise

Expertise is a fundamental value that underpins every aspect of our operations and our relationships with customers. We know that diagnostic excellence requires a high level of specialisation and technical ability. This is why we are investing in constant training and updating the professional skills of our team, ensuring that they have advanced skills that are always up-to-date. This means our analyses and services are performed using state-of-the-art methodologies and innovative technologies, ensuring we provide precise and high-quality solutions. Our expertise also reflects our ability to deal with complex challenges and to provide highly qualified consultancy services, reinforcing our trusting relationships with customers and partners.



Authenticity

Authenticity is another quality that drives our operations and relationships. We are committed to adopting a genuine and transparent approach in all our activities, ensuring that each service, communication and interaction follows the principles of honesty and integrity. We firmly believe that trust and respect derive from authenticity, and this is why we are committed to always be honest and clear with our customers, partners and team members. Being transparent in our company processes and decisions is a reflection of this value, which is demonstrated by our ability to produce results that meet the real needs and expectations of our stakeholders.



Integrity

Integrity is threaded through all our activities and relationships. We consider integrity to be essential to constructing and maintaining trust with customers, partners and employees, ensuring that all decisions and actions are right and proper. We are committed to maintaining high ethical standards and to being transparent, always operating honestly and consistently. We have developed a culture of responsibility, encouraging each team member to meet high ethical standards. In short, for us here at Lifeanalytics, integrity is at the core of trust and sustainable success, ensuring that we operate and conduct our relationships with the utmost probity and transparency.



Leadership

Being a leader means knowing how to demonstrate courage, passion, certainty, commitment and ambition. This also means cultivating the strong points and talents of the people we work with by building teams of people who are committed to reaching shared goals.



GOVERNANCE

“This governance structure reflects Lifanalytics’ commitment to ethical and transparent management”

At Lifanalytics governance is structured in a way that ensures that our work is managed effectively, transparently and in line with our fundamental values. Our senior governing body is our Board of Directors. The Board is responsible for overseeing our business strategy, approving our strategic plans and monitoring our overall performance. Its decisions are aimed at ensuring that Lifanalytics is sustainable and has long-term success. It does this through rigorous supervision of our operations and responsible management of resources.

THE BOARD OF DIRECTORS

The Lifanalytics Board of Directors, made up of a number of members and structured as a collegial body, plays a crucial role in guiding and supervising the company. In line with the decisions taken when it is appointed, the Board has wide-ranging powers to ensure it can effectively manage all of the Group’s ordinary and extraordinary activities. This structure ensures integrated and responsible management, in line with the highest governance and sustainability standards. Board members will approve strategic plans and critical investment, monitoring company performance and managing risk.

“The Board’s leadership is committed to maintaining high ethical standards, meeting stakeholder expectations, sharing responsibility and ensuring that its structure is focused on sustainability and integrity”

The Shareholders Meeting, made up of the sole director Cerba Health-Care Italia S.r.l., is responsible for appointing Board members and approving the Financial Statements, and will ensure that key decisions are in line with strategic goals and company values.

This governance structure reflects Lifanalytics’ commitment to ethical and transparent management. It supports the creation of long-lasting value for all stakeholders and promotes a collaborative and responsible working environment.

The Board’s leadership is committed to maintaining high ethical standards, meeting stakeholder expectations, sharing responsibility and ensuring that its structure is focused on sustainability and integrity.

The Lifanalytics Board of Directors is made up of Roberto Pisa (Capital and Leadership Partners S.r.l.), the President of the Board, and one other director, Emmanuel Francois Joel Ligner, an expert in medical diagnostics and science, with experience in leadership and management roles.



OUR GOOD GOVERNANCE TOOLS

We have put in place a number of tools to ensure that our governance is founded on ethical principles, transparency and responsibility. These tools not only ensure that we comply with legislation, but they also promote practices that support the well-being of our stakeholders and provide sustainability in the long term. Our principal ethical and responsible governance documents are set out here:

The Lifeanalytics code of ethics

We at Lifeanalytics have adopted a number of fundamental ethical principles which guide our operations. They include legality, impartiality and anti-discrimination. They are aimed at promoting professionalism, reliability and quality, preventing conflicts of interest and guaranteeing that company and contractual information is managed confidentially, transparently and correctly. We are committed to protecting competition, intellectual and industrial property rights, and to preventing money laundering and corruption. Valuing the individual, workplace health and safety, sustainability and protecting the environment also number among our key principles.

Our code of ethics promotes ethical values and responsibility in our dealings with stakeholders. It's structured into a number of sections. Section I focuses on staff relationships, covering aspects such as the selection process, appointments, training, health and safety, and employee duties. Section II describes how we manage our relationships with government bodies. It includes information on communications, control activities and participation in tender competitions. Section III covers relationships with third parties, such as customers, suppliers, contractors, consultants, political parties, trade union organisations and other insti-

tutions, and it regulates our external communications. Finally, Section IV extends our principles and ethical values to the entire Group.

Liability for offences and the 231 Model

Italian Legislative Decree 231 of 2001 introduces the concept of holding companies criminally liable for offences committed within them. In the past, only natural persons could be criminally liable for an offence, whilst today companies can also be directly held accountable for an offence. If a company executive or worker commits an offence in the interests of or causing an advantage for a business, in addition to the criminal proceedings against the individual(s) involved, proceedings may also be brought against the company, with the possibility of financial penalties and severe prohibitory penalties being handed down. In accordance with Italian Legislative Decree 231/2001, Lifeanalytics has a Supervisory Board which has provided email address – lifeanalytics-odv231@lifeanalytics.it – where staff can make reports of events which may give rise to liability for an offence under the Decree.

Lifeanalytics whistleblowing procedure

Italian Law no. 179 of 2017, known as the 'Whistleblowing Law', protects employees who make reports of offences or irregularities in a pub-

lic or private working environment. The law requires companies and other entities to ensure that a whistleblower's identity is kept confidential, to have in place procedures to avoid discrimination or retaliation against a whistleblower, and to establish secure reporting channels for whistleblowers. It also sets out penalties for anyone who violates the protection measures or makes unfounded reports with malice or serious negligence. Whistleblowing reports must be detailed and based on actual and relevant facts pursuant to Italian Legislative Decree 231/2001. Our procedure involves a number of offices and departments: the Cerba HealthCare Group's Director of Compliance, the Human Resources Director, the Head of the Legal Office and Compliance, and the Supervisory Board established under Italian Legislative Decree 231/01. To allow staff to make whistleblowing reports, we have put in place written channels, like the NAVEX platform (through the 'Ethics Point' that can be accessed at <http://cerbahealthcare.ethicspoint.com/>) and paper reports, and oral channels, including a dedicated phone line and face-to-face meetings.

Lifeanalytics conflict of interest policy

As a member of the Cerba HealthCare Group, we have implemented a conflict of interest policy. Good commercial practices require us to make fair and objective decisions in the interests of the company and the wid-

er Group. Conflicts of interest arise where there is an opportunity for a person or entity to make personal earnings or when private interests are put above a Group company's duty to Cerba HealthCare. Conflicts of interest can be actual or potential. Conflicts of interest compromise the decision-making process and the integrity of a company or a group, exposing it to disciplinary penalties and to financial and reputational risks. Our conflicts of interest policy obliges anyone who has a role with responsibilities or with management duties to declare any conflict of interest using the tools that Lifeanalytics has made available. Anyone with an actual or potential conflict of interest is required to remove themselves from the decision-making process.

Lifeanalytics gifts, entertainment and invitations policy

We have implemented the gifts, entertainment and invitations policy adopted by the Cerba HealthCare Group. It recognises the fact that, occasionally, offering or accepting low-value benefits can be useful for creating and maintaining good commercial relations. However, this can also cause a problem as a benefit obtained through a gift may be considered as being a means by which a decision or a certain behaviour can be influenced. Therefore, giving or accepting a benefit may constitute an act of corruption or a trade in influence that is prohibited by appli-

cable anti-corruption laws. Giving or accepting a benefit may also cause a conflict of interest. Accordingly, like other companies in the Cerba HealthCare Group, Lifeanalytics staff must take the utmost care and systematically assess anything that is expected in return for receiving a benefit. Also, staff must not, directly or indirectly, give a benefit to a third party if that benefit may unduly influence that third party's judgement. Equally, Lifeanalytics staff cannot directly or indirectly, solicit a benefit from a third party or encourage a third party to offer a benefit. In any case, giving a benefit to a public official is absolutely prohibited, except for invitations to lunch following a work meeting.

Lifeanalytics third-party entity approval procedure

In line with the indications given to us by the Cerba HealthCare Group, we have put in place a third-party entity approval procedure. We regularly work with customers, suppliers, partners and intermediaries, and we can be held liable for bribes or acts of corruption committed by these entities, even if we are not aware of them. For this reason, our procedure requires all third parties wishing to work with us to be assessed and approved to ensure they conform with anti-corruption laws. This procedure ensures that partners obey laws, have no previous convictions for corruption and follow the principles in the code of ethics and related policies.

LIFEANALYTICS' BUSINESS UNITS

Our analysis work is divided into business units and is structured into high sector-specific competence centres and operational support laboratories.

Organising our work this way allows us to ensure we meet the quality standards and timescales agreed with our customers.

We encourage staff development so we have a team of expert professionals with up-to-date skills who can use our innovative technology and advanced tools to ensure that we are always at the forefront in guaranteeing quality data and reducing our churn rate year on year.

Our laboratory services are also guaranteed to be of the highest quality through our attentive and meticulous sampling, which is essential as it affects the detail of results and referencing.

EHS – Environment, Health and Safety

Product Safety

Cosmetic & Medical Device

Food

Engineering



EHS – Environment, Health and Safety

We help businesses to play a central role in concrete change, using responsible and knowledgeable choices to ensure they are environmentally safe and sustainable.

Our Environment, Health and Safety (EHS) business unit is dedicated to serving a wide range of customers. It meets all current regulatory obligations and ensures that existing law is complied with. Its expertise in the environmental sciences sector enables us to offer in-depth detailed testing, specialist consultancy and continual training on critical topics

such as environmental sustainability and workplace health and safety.

With our consolidated experience, we at Lifeanalytics can provide proactive solutions to prevent and manage events that may cause damage from a financial and/or regulatory perspective. We are committed to establishing trusting relationships and long-lasting partnerships with customers which are based on high-quality consultancy services and a timely response to environmental and safety challenges.



SERVICES

LABORATORY

- Asbestos
- Sludge, soil, waste
- Water
- Atmospheric emissions
- Air quality
- Analyses for environmental monitoring
- Sampling (including accredited)
- Odours

CONSULTANCY

- Compliance and risk assessment
- Physical, chemical/carcinogenic risks
- Cleanrooms and related hygiene
- Industrial hygiene
- Environmental permitting
- Waste management
- Management systems
- Compliance audits
- Environmental sustainability
- Regulatory updating

TRAINING



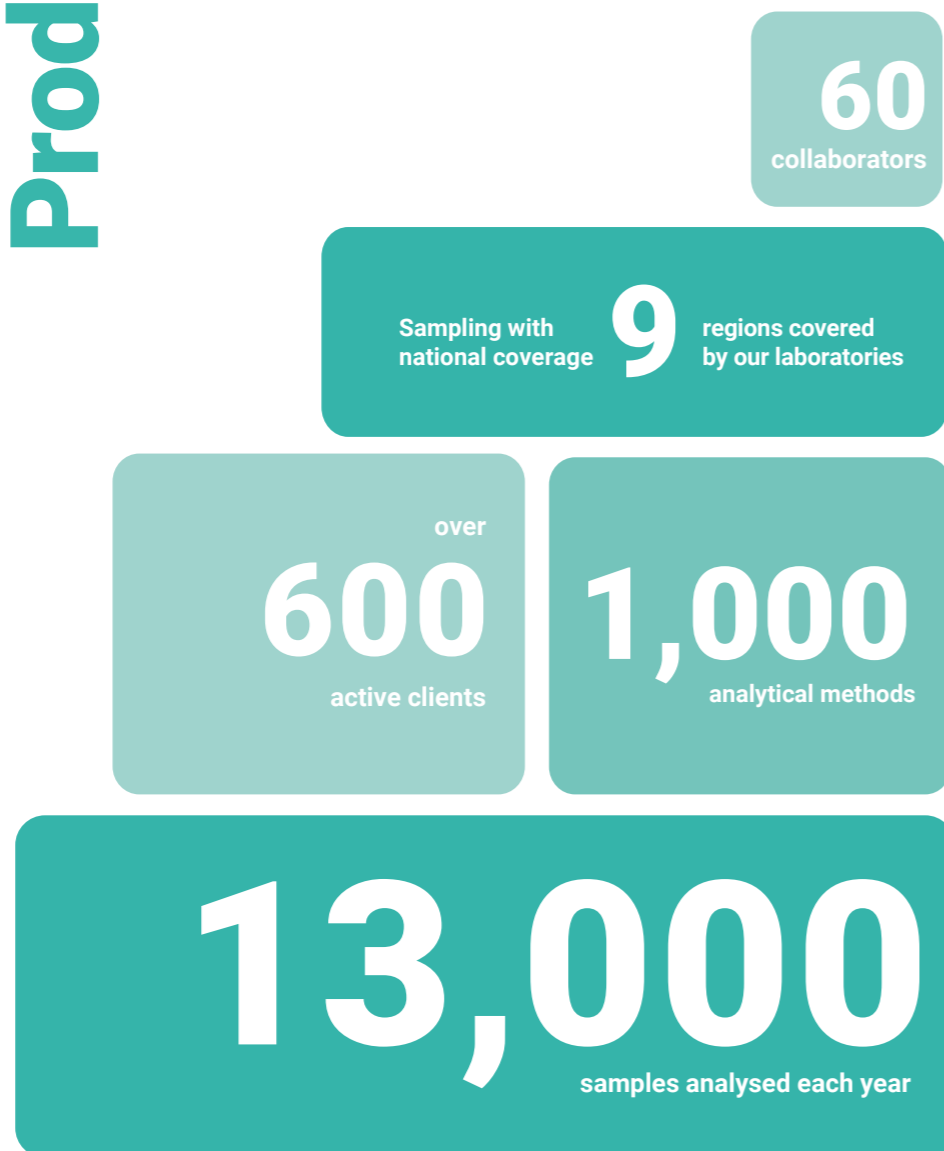
Product Safety

Lifeanalytics uses the most advanced technology to analyse a product's risk profile, guaranteeing safety and reliability.

Our Product Safety business unit works to ensure that products are high quality, safe and sustainable. It focuses particularly on materials that come into contact with food and the paper sector.

Specialising in the advanced analysis of paper, card and other materials and objects intended to come

into contact with food (MOCA), this unit uses certified analysis to help business to verify whether their MOCA materials are suitable and conform to regulations. This business unit's primary objective is to help customers to check whether their packaging is environmentally friendly, promoting high standards of sustainability and recyclability. Our Product Safety business unit is committed to ensuring that materials meet regulatory requirements and sustainability expectations.



SERVICES

LABORATORY

- Food contact suitability
- Screening analysis - NIAS
- Sensory analyses
- Recycled plastic
- Recyclability and separability
- Biodegradability and compostability
- REACH and RoHS
- Microplastics
- Material analysis

CONSULTANCY

- GMP
- Voluntary standards
- Audit - gap analysis
- Regulatory updates
- Declarations of conformity

TRAINING



Cosmetic & Medical Device

We use cutting-edge knowledge to promote health and well-being with innovative and safe solutions.

Our Cosmetic & Medical Device business unit helps customers to plan and realise detailed plans to ensure that their products and devices are safe and effective, in line with the requirements for affixing the CE mark. We specialise in assessing medical devices for the pharma-cosmetic sector, and we are known for our ability to conduct

in-vitro testing as an alternative to animal testing. As a result, we are a recognised EURL ECVAM reference laboratory. Our business unit also has a clinical division dedicated to testing on healthy volunteers, ensuring that a device's performance is completely and rigorously assessed. We are committed to helping businesses to conform with regulatory requirements and to adopt innovative analytical practices, helping them to market safer and more effective products.



SERVICES

LABORATORY

- Chemical and physical analyses
- Microbiological analyses
- *In-vitro* tests
- Clinical tests
- Safety studies
- Efficacy studies
- Research and development projects

CONSULTANCY

- Regulatory assistance
- Technical documentation according to MDR
- PIFs and Cosmetic Product Safety Report (CPSR)
- Centralised electronic notification (CPNP)
- Labelling assistance
- Toxicological and pharmacokinetic evaluations
- Biological evaluations

TRAINING



Food

We support businesses in the food sector by using advanced scientific and technological solutions to ensure a higher level of food safety.

Our Food business unit conducts food assessments and works to make food safe. We offer support to a wide range of diverse customers along the entire supply chain for food intended for both human and animal use. We cover all phases of the chain, from raw ingredients to primary production, from transformation to distribution. Our primary objective is to constantly improve the safety and quality of food.

We at Lifeanalytics are a principal partner for the global food industry, providing advanced testing and research services to ensure that products are safe and of the highest quality. We help our customers to isolate and identify pathogens, to guarantee that their products are stable and have the nutritional content required. We also help develop and check products until they arrive on the shelf. We are committed to ensuring that our customers meet national and European regulatory requirements. We help businesses to prevent risks and penalties and to protect consumer health, whilst ensuring that products meet market expectations.



SERVICES

LABORATORY

- Food analysis
- Sensory analysis
- Nutritional analyses
- Food odour analysis
- Milk and by-products
- Meat and by-products
- Honey
- Primary sector and fruit and vegetables
- Food hygiene testing
- Feed testing
- Challenge testing

CONSULTANCY

- Labelling compliance verification
- Self-assessment and HACCP systems
- Audits and inspections
- FSMA
- Regulatory updating

TRAINING



Engineering

We ensure that construction and infrastructure works are safe.

Our Engineering business unit is renowned for the wide range of services we offer to the civil engineering, geo-technical and cultural heritage sectors. We are a reference point for contracting authorities and public bodies involved in managing cultural works and strategic infrastructure. We provide skilled assistance with the design phase, the realisation of building works and key communication lines.

In particular, here at Lifeanalytics Engineering, we provide support for engineering, architectural and geo-technical studies, for renovations and new-build constructions. Our commitment is focused on the quality and efficiency of projects, providing advanced technical support and innovative solutions to meet the specific needs of the sector and helping to improve infrastructure and cultural works.



SERVICES

LABORATORY AND CONSULTING

- Structural investigations
- Non-destructive testing
- Geotechnics
- Geophysics
- Modern materials technology: steel, concrete, wood and other materials
- Ancient materials technology: architectural heritage and historical-artistic heritage



CROSS-BUSINESS ACTIVITIES

At Lifeanalytics, the three key functions our business units perform to offer a complete and highly-specialised service to our customers are laboratory analysis, consultancy and regulatory information services, and training. These functions converge to provide global and personalised support, which helps our customers to constantly improve their organisation and regulatory compliance work.

LABORATORY ANALYSIS, CONSULTANCY AND REGULATORY INFORMATION SERVICES

“Lifeanalytics helps our customers to interpret and contextualise the laboratory's analytics data, supporting their growth and improving their organisation”

Our analysis and consultancy services are renowned for being organised into business units and for being specialised into sectoral competence centres and operational support laboratories. This structure allows us to guarantee that we meet the quality standards and delivery times agreed with customers. It allows us to invest so that our staff can continually grow, making sure that our professional have the latest skills and are able to use the most advanced technologies and tools to ensure that our analytics data is of the highest quality. We also help our customers to interpret and contextualise the laboratory's analytics data, supporting their growth and improving their organisation. The quality of our laboratory services is further assured through meticulous sampling, which is crucial for accuracy and for referencing results. Sampling is key to the analysis process. Through sampling we aim to obtain a representative portion of a wider whole, which may include industrial products, environmental samples or descriptions of processes at specific times and places. Precise sampling is essential for validating the results of analyses which must follow standard technical regulations to ensure repeatability.

Our 150 professional samplers work in a number of different sectors:

- **EHS:** air, water, soil, waste, including materials including asbestos, and workplace environments to carry out health and safety risk assessments.
- **Product Safety:** materials and products intended to come into contact with food and people, and substances and preparations under the REACH and RoHS regulations.
- **Food:** food, to ensure that it is safe.
- **Cosmetic & Medical Device:** cosmetic and medical device to meet regulatory standards.
- **Engineering:** old and modern materials to assess their structure and composition.



“The Regulatory information consultancy services help businesses to capitalise on the opportunities provided by changes in the regulatory environment”

Continually keeping up to date with legislative and regulatory developments allows businesses to remain competitive on their respective markets and in the vanguard of a constantly evolving regulatory landscape. Our regulatory information consultancy services help businesses to capitalise on the opportunities provided by changes in the regulatory environment. Our service includes continual monitoring of authoritative sources, with periodic communications (monthly or fortnightly), filled with the latest news as it breaks. The information we provide is clear and accessible. It allows customers to keep up to date on news, deadlines and legislative developments pertaining to their sector. In addition, our regulatory information service offers insights on collateral initiatives and cross-business opportunities for affected businesses, such as funds, incentives, webinars, master's courses and other training courses.

TRAINING

“Training is a long-term strategic investment”

Lifeanalytics training courses are planned to guarantee that workplaces and products are safe and to protect businesses from potential risks and sanctions. In a constantly evolving environment, keeping pace with change is crucial for businesses that want to remain competitive. Our training covers mandatory and optional areas that cut across all business areas. Our catalogue of standard courses and customised proposals are a strategic tool for continued improvement. Through our training agencies, we can manage all administrative and bureaucratic obligations regarding financing, and we are accredited as a training agency by the Lombardy Region. Training is a long-term strategic investment, with financial support coming from cross-industry funds. This all helps organisations to grow sustainably.

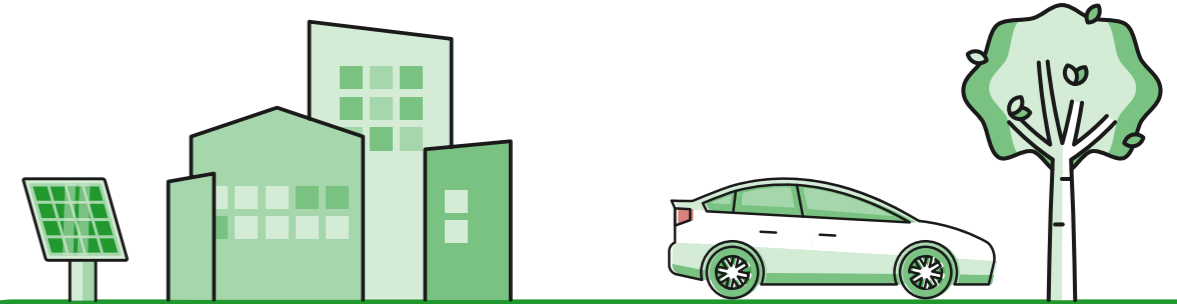
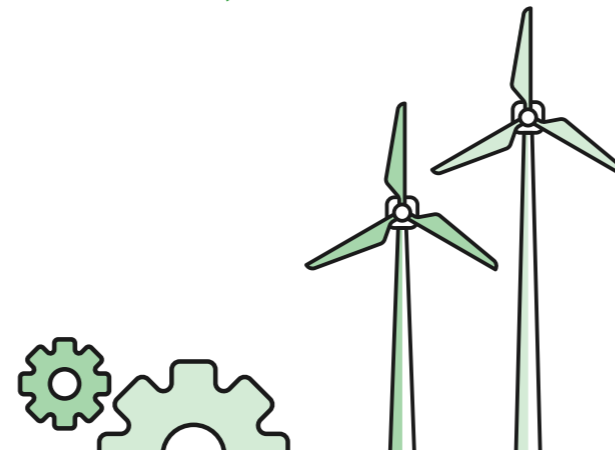


QUALITY

Lifeanalytics has obtained quality certification that proves that we use processes and methodologies that meet the most rigorous international standards. Of these, we are particularly proud that we are certified under the ISO 9001 quality management system standard, thus ensuring

that all business processes are documented, monitored and constantly improving to meet customer needs and regulatory standards. All our laboratories undergo the strictest industry-standard audits to prove that their work is fit for purpose and their results are valid.

- ACCREDIA ISO/IEC 17025:2018 ACCREDITATION
- TRAINING COMPANY ACCREDITATION
- SELF-MONITORING FOR THE FOOD INDUSTRY
- ISO 9001: 2015 CERTIFICATION
- ISO 14001: 2015 CERTIFICATION
- ISO 45001: 2018 CERTIFICATION
- ISO 13485:2016 CERTIFICATION
- AIC CERTIFICATION
- CERTIFICATION OF ANALYSIS OF MILK AND BY-PRODUCTS
- ASSOBIARRA CERTIFICATION
- BNN (BUNDESVERBAND NATURKOST NATURWAREN) CERTIFICATION
- GLP CERTIFICATION
- COOP ITALIA CERTIFICATION
- EMAS CERTIFICATION
- KRAFT FOODS CERTIFICATION
- MIPAAF CERTIFICATION



- CERTIFICATION FROM THE ITALIAN MINISTRY FOR THE ENVIRONMENT, LAND AND SEA
- CERTIFICATION FROM THE ITALIAN MINISTRY FOR INFRASTRUCTURE AND TRANSPORTATION
- CERTIFICATION FROM THE ITALIAN MINISTRY FOR HEALTH
- CERTIFICATION FROM THE ITALIAN MINISTRY FOR EDUCATION, UNIVERSITY AND RESEARCH
- QS CERTIFICATION
- ULSS8 CERTIFICATION
- DIRECTIVE 2011/65/EU ROHS
- ECOLABEL
- GMP+
- OK COMPOST INDUSTRIAL – HOME – BIOBASED
- FRUIT MONITORING REGISTER
- ISO 22000:2018 CERTIFICATION
- CPSC (CONSUMER PRODUCT SAFETY COMMISSION)
- FACE (FEDERACIÓN DE ASOCIACIONES DE CELIACOS DE ESPAÑA)
- MINISTRY FOR AGRICULTURE AND RURAL DEVELOPMENT IN BRAZIL
- LAGA PN 98
- SUITABILITY OF ASBESTOS ANALYSIS
- FOOD SELF-ASSESSMENT (HACCP)

**SUSTAINABILITY
IS OUR
CORE
BUSINESS**



SUSTAINABLE DEVELOPMENT GOALS

“Lifeanalytics helps businesses to face and overcome sustainability challenges, promoting best environmental practices”

Here at Lifeanalytics, we offer a wide range of services through our 5 business units. We use a decisive approach to improve sustainability and safety for our customers and, by extension, for our planet. We are committed to identifying, measuring and monitoring toxic and dangerous substances in a number of areas: from workplaces and domestic environments to foods and products in daily use, to prevent damage and to ensure greater safety for people and the environment.

Our business units – EHS, Product Safety, Cosmetic & Medical Device, Food and Engineering - are without doubt at the heart of our mission which aligns with a number of the United Nations’ Agenda 2030 goals and with those of numerous other international protocols on the environment and toxic substances, such as the European Green Deal and the EU’s strategy for a toxic-free future.

This commitment translates our into highly-specialised laboratory analysis, consultancy services and training, which are designed to help businesses and manufacturers to be more environmentally and socially responsible.

We’re not just limited to providing tools to measure and monitor pollutants and dangerous substances, we also provide tangible help to reduce environmental impacts by sharing our advanced skills across Italy. Thanks to our widespread presence, **Lifeanalytics helps businesses to face and overcome sustainability challenges, promoting best environmental practices** whilst always being in line with regulatory provisions. This integrated approach not only improves a business’s environmental management capabilities, but it is also in line with global commitments for a greener and safer future, showing how sustainability can be at the heart of business and social transformation.



The European Green Deal and chemicals strategy for sustainability

The European Green Deal, adopted by the European Union, is an ambitious strategy to guarantee a future that is free from toxic substances and more sustainable. The plan aims to make Europe climate neutral by 2050 and to guarantee a healthy environment for all its citizens. Its key objectives include significant reductions in pol-

lution by adopting the most severe regulations for industrial emissions and better management of waste. The Green Deal also strengthens regulations on chemical substances, ensuring that products are safe using regulations such as REACH – the European regulation, adopted to protect human health and the environment

from the risks that can be posed by chemicals – and new strategies for plastics. Through these and other measures, the Green Deal is aimed at ensuring a safer and more sustainable environment, minimising the risks posed by toxic substances and promoting a sustainable and inclusive development for future generations.

In this section, we use concrete examples to explore how Lifeanalytics business units are actively committed to reaching some of the following goals established under Agenda 2030. We contribute by providing innovative solutions that are focused on sustainable development and protecting public health.

SDG Goal 2

Goal 2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.

SDG Goal 3

Goal 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

SDG Goal 5

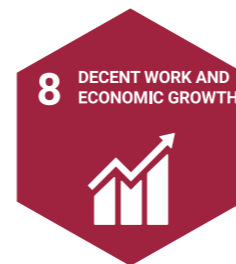
Goal 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

SDG Goal 6

Goal 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

SDG Goal 8

Goal 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.



SDG Goal 9

Goal 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

SDG Goal 11

Goal 11.4 Strengthen efforts to protect and safeguard the world’s cultural and natural heritage.
Goal 11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

SDG Goal 12

Goal 12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
Goal 12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.
Goal 12.4 By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.
Goal 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
Goal 12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

SDG Goal 13

Goal 13.2 Integrate climate change measures into national policies, strategies and planning.

OSDG Goal 14

Goal 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.
Goal 14.2 By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

SDG Goal 15

Goal 15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

EHS – Environment, Health and Safety

We help businesses to play a central role in concrete change, using responsible and knowledgeable choices to ensure they are environmentally safe and sustainable.

Our Environment, Health and Safety (EHS) business unit specialises in integrated services to manage workplace health and safety, protecting workers' health and protecting the environment.

EHS SERVICES

ENVIRONMENT AND SUSTAINABILITY

- Sustainability Report and environmental obligations
- Energy efficiency activities
- Correct classification of waste and transportation of dangerous goods
- Contaminated site characterisation plans

HEALTH AND SAFETY

- Compliance and risk assessment
- Fire prevention, machinery, building site and ergonomic safety
- Assistance with REACH (registration, evaluation, authorisation and restriction of chemicals) and CLP (classification, labelling and packaging) regulations
- Biological, carcinogenic chemical and physical agent risk assessments
- Asbestos, man-made vitreous fibres and radon risk assessments

MANAGEMENT SYSTEMS

- Environmental and energy certification
- Safety and quality certifications
- FSC (Forestry Stewardship Council), PEFC (Programme for the Endorsement of Forest Certification) and ECO Label (ecological product) certification
- Gender parity certification
- Assistance with EU timber regulation
- Implementation of 231 Models

CASE HISTORY

WHITE FIBROUS KROFTA FROM WASTE TO A RESOURCE



Burgo Group is the industrial holding company for a leading paper production and distribution business operating in the graphics, special papers and container board sector. It also produces and markets fibrous raw materials and energy. With a strong tradition based on innovation, Burgo has more than a century of experience and is now one of Italy's biggest paper producers. With 10 establishments and 12 production lines, Burgo is one of Europe's main producers of graphics paper, special papers and packaging. Since 2002, Lifeanalytics' EHS business unit has worked with the Burgo Group, offering laboratory analysis services to test groundwater, process and discharge water, emissions, asbestos, paper and waste. The consultancy services we provide include ECO-Label, LCA, ISO certification and risk assessments, whilst our training provision covers topics such as preparing sustainability reports, classifying waste and a mini-master's in environmental management.

A notable example of Burgo's commitment to the circular economy is the 'White Krofta' project at the paper production plant at Tolmezzo

(Udine), one of the Group's key establishments. In a situation where part of the production waste was considered as being irrecoverable, thanks to its partnership with us, it has been possible to transform this fibrous residue into a resource. White Krofta, a recycled sub-product, can be reused without any preliminary treatment, improving efficiency compared with waste paper and reducing processing times and energy consumption. Tolmezzo is now an example of the circular economy, as per the Urban Waste Report produced by Friuli-Venezia Giulia's Regional Environmental Protection Agency (ARPA). There has been a reduction in waste produced and the environmental impact of transporting it, because the production site and the destination plant are so close. The benefits of this partnership include promoting the circular economy, perfectly in sync with the Agenda 2030 goals. The results produced include energy savings, a reduction in CO₂ emissions and processing times, cost optimisations and increased profits from sales of sub-products, and finally the creation of an effective and sustainable industrial symbiosis.



Product Safety

Lifanalytics uses the most advanced technology to analyse a product's risk profile, guaranteeing safety and reliability.

Our Product Safety business unit works to ensure that products are safe and conform to regulations. We offer analysis, consultancy and technical support services to assess risks posed by various chemical products and other consumer goods, verifying that they are safe for human use and they meet quality and safety standards required by the market.

PRODUCT SAFETY SERVICES

MATERIALS INTENDED TO COME INTO CONTACT WITH FOOD

- Analyse a material's suitability to come into contact with food
- Risk assessments, NIAS screening and testing other substances
- Sensory analysis on materials and microbiologicals
- Testing and consultancy services on recycled plastics intended to come into contact with food
- Microplastics analysis and assessment
- Support to obtain voluntary product and GMP (good manufacturing practice) standards

SUSTAINABLE PACKAGING

- Detailed recyclability and separability testing
- Biodegradability and compostability analysis

MATERIALS ANALYSIS

- Detailed REACH (registration, evaluation, authorisation and restriction of chemicals) and ROHS (restriction of hazardous substances) analysis
- Bacteriological analysis
- Materials characterisation

CASE HISTORY PARTNERSHIP WITH QWARZO TO CREATE ECO-SUSTAINABLE PACKAGING



Qwarzo® is an innovative technological solution that is revolutionising the packaging industry thanks to a plastic-free coating that creates an invisible barrier that improves the characteristics of paper and other materials, maintaining recyclability. It's a mineral-based coating which has been in development since the early 1990s. A turning point in its evolution came in 1995 when its inventor Luca Panzeri, used sol-gel technology. After years of research, Qwarzo® earned full recognition in 2020, becoming a reference point for a real circular transition from plastic to paper.

The technology is sustainable and biodegradable. For the last few years, we have worked with Qwarzo while its project has evolved, helping it develop correct applications for the technology, specific test protocols and to identify a detailed regulatory setting. We helped establish a new, equivalent, functional test protocol which takes account of the fact that the products are only made of paper whilst still conforming to regulations. We and Qwarzo share a desire to pursue a gradually more sustainable future.



Cosmetic & Medical Device

We use cutting-edge knowledge to promote health and well-being with innovative and safe solutions.

Our Cosmetic & Medical Device business unit specialises in assessing, testing and regulatory compliance for cosmetic and medical device. This unit offers a complete range of services to ensure that these products are safe, effective and compliant with current regulations.

COSMETIC & MEDICAL DEVICE SERVICES

- Product safety and effectiveness testing
- Technical consultancy services and regulatory assistance
- Sensory analysis
- Stability and period-after-opening (PAO) analysis
- Studies into cosmetic and medical device sustainability and packaging

CASE HISTORY ASSESSING BIOLOGICAL IMPACTS WHEN DEVELOPING PRODUCTS FOR SENSITIVE SKIN



Our long partnership with General Topics has focused on understanding the biological mechanisms of skin, leading to the development of the first Synchroline Terproline product. In the last 30 years, General Topics has dedicated resources to creating effective solutions for a number of cutaneous conditions such as acne, rosacea and dryness. Our partnership with the company has enabled us to explore not only product safety, but also product effectiveness, showing that we have a capacity to regulate allergic and inflammatory responses and, recently, we have also looked at regulatory aspects for medical devices. This synergy has been a significant boost to success thanks to an innovative and rigorous approach to research and it has allowed General Topics to further explore the

complex mechanisms of 'sensitive skin syndrome'. By studying the effect of products on the expression of CD80 and CD86 receptors, using dexamethasone as a positive control, we've noted a significant reduction in the induction of these glycoproteins: this result has been shown to be effective in regulating the allergic response. Our partnership with General Topics has enabled us to find out more about a product's capacity to affect the production of 'receptor antagonists'. Whilst IL-1 alpha is a marker of acute inflammation, when inflammation becomes chronic, keratinocytes increase the production of cytokine antagonists. Studies have shown that, even where there is an acute inflammatory response, products are able to stimulate the expression of the antagonist, showing strong alleviating power.



Food

We support businesses in the food sector by using advanced scientific and technological solutions to ensure a higher level of food safety.

Our Food business unit specialises in performing analysis and providing consultancy services to ensure that food products are safe, high quality and conform to regulations. This business unit offers a wide range of services aimed at helping food-sector businesses in every phase of the production chain, from analyses of raw ingredients to the finished product.

FOOD SERVICES

- Food safety assessments
- Checking labelling and claims
- Product traceability systems
- Ingredient traceability checks
- HACCP plans
- Audits and inspections
- Regulatory consultancy services
- Shelf-life studies
- Checking and identifying pathogenic microorganisms
- Sensory assessments and organoleptic testing

CASE HISTORY THE “FONDAME” OF QUALITY



The ‘Formaggi della Famiglia Busti’ is the identity and origin of the products of the Busti Dairy, founded by Alessandro and Remo Busti in 1955. It’s now based in its current production site in Acciaio-
lo, in the municipality of Fauglia (Pisa). Today, Stefano Busti and his children, Marco and Benedetta, maintain this tradition by using the same production and quality control methods that the dairy’s founders used. Since the early days of Busti, we have provided complete consultancy services, providing detailed support so that the Busti Dairy could achieve food safety standards and obtain certification. We have also helped them to develop innovative products like their Tuscan DOP pecorino cheese. Our partnership has been one of mutual growth, which has had positive effects in terms of market expansion, including at international level. A prominent example of our partnership has been the development of a

new type of covering for cheese, known as ‘fondame’. Historically, cheese was covered with ash or earth mixed with olive oil residues to protect the crust. However, the use of ash, which contains heavy metals, and olive oil residues, now considered to be a waste product, stopped in 2018 thanks to the creation of a safe covering that preserved the organoleptic qualities of the product. The *fondame*, made with food-safe clay, olive paste and stabilising agents, has eliminated the risk of contamination and improved the characteristics of the cheese. Today, the new covering is used on 50% of the Busti Dairy’s products, ensuring that they are stable, easy to use, safe and of high quality. Thanks to this innovation, the Busti Dairy has a unique market placing, continuing to offer safe, high-quality products. This is the result of investing in our partnership which has led to the creation of a distinctive method of covering cheese.



Engineering

We ensure that construction and infrastructure works are safe.

Our Engineering business unit specialises in providing technical consultancy, planning and engineering services to the public and private sectors. This business unit helps businesses to develop, implement and optimise technical processes and systems. We also help protect Italian cultural heritage, ensuring regulatory compliance, operational efficiencies and technological innovation.

ENGINEERING SERVICES

CIVIL ENGINEERING

- Structural investigations, monitoring and assessing degradation
- Testing construction materials
- Test reports and consultancy
- Geotechnical assessments

MATERIALS TECHNOLOGY

- Analysis of organic, plastic and rubber materials
- Metallographic analysis
- Corrosion testing in artificial atmospheres
- Failure analysis

CULTURAL HERITAGE

- Laboratory analysis on architectural assets
- Diagnostics on works of art
- On-site investigations and non-destructive testing on architectural assets
- Asset diagnosis and findings

CASE HISTORY

SAFEGUARDING OUR CULTURAL HERITAGE



The idea of conserving cultural heritage has changed a lot over time. Where the goal was once merely to conserve its aesthetics has now become a challenge to safeguard its function as evidence of a civilisation.

If not properly conserved, cultural assets are exposed to degradation factors like exposure to temperature, light, humidity, bacteria that alter their physical and aesthetic properties. It is therefore vital to obtain information on the materials that make up a work of art and knowledge of what has occurred during its contact with the environment.

The aim of developing standard operating procedures to use portable non-invasive and micro-invasive techniques to conduct on-site analysis is to ensure that these techniques are consistent, safe and repeatable. They are also intended to reduce to a minimum the risk of error and to guarantee the quality of the data obtained by establishing a uniform and safe approach to using portable instruments and ensuring that safety and quality regulations are followed.

In this work we investigated Nicolò Buttafoco's oil on canvas work 'St. Jerome in his studio', to understand more about his materials and techniques and to assess the work's current status of conservation. Using standard operating procedures, we were able to establish the techniques and strategies used by the artist. We highlighted his preparatory drawing, the paint application methods and the care the artist took when realising the figures.

We took photographs using different light sources – visible light, ultra-violet light and infra-red light – to show iconographic details, conservation problems, painting techniques and preparatory drawings, second thoughts and/or retouches. We used Energy Dispersive X-Rays Fluorescence Spectroscopy (EDXRF) to recognise the pigments in the painter's palette, the inorganic additives in the preparation layer, and to identify areas that had been repainted. Micro-samples of materials were taken and analysed using RAMAN spectroscopy, Attenuated Total Reflection (ATR) Infra-red Spectroscopy and Nuclear Magnetic Resonance (1H NMR) Spectroscopy to identify the green pigment and the binder.

Through the application of standard operating procedures, the oil on canvas painting was completely restored. We maximised our knowledge of the materials and techniques and reduced to a minimum the need for destructive sampling.

The portable non-invasive techniques used reduced the need for unnecessary destructive micro-sampling and allowed us to increase our knowledge of the work of art. Thus, we were able to limit and focus our efforts on obtaining results from micro-invasive investigations. This gave us a double advantage of reducing the need to invade on the painting and on the environment.



ENVIRONMENTAL PRACTICES



CERBA HEALTHCARE'S ENVIRONMENTAL ROADMAP IN 5 FUNDAMENTAL GOALS

“With tangible action, we are committed to reducing our ecological footprint by using targeted policies”

Here at Lifeanalytics, our environmental practices are directly aimed at sustainability and the responsible management of natural resources, placing them at the heart of our activities to reduce our environmental impact and support a more sustainable future. In line with the Agenda 2030 goals, we

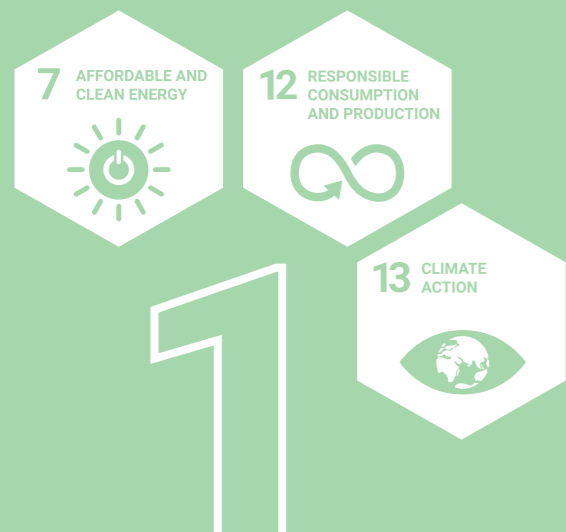
follow the example of our parent company Cerba HealthCare, which has made sustainability one of its strategic pillars. With tangible action, we are committed to reducing our ecological footprint by using targeted policies. The objective is clear: less waste, fewer emissions, more efficiency.

The first goal is to reduce CO₂ emissions and to improve energy efficiency. During 2022 and 2023, Cerba HealthCare has cut its CO₂ (scope 1 and 2) emissions by 18%. However, scope 3 emissions, those it's indirectly responsible for up and down its value chain, are an even bigger challenge. They make up the largest portion of total emissions and the Group began to monitor them in 2023. The Group has made significant steps in terms of renewable energy. In 2023, 76% of the electricity it acquired came from renewable sources. Of this, 41% came from green contracts with local suppliers, while 35% was covered by the purchase of Renewable Energy Guarantees of Origin (REGO) certificates at Group level. But we've not stopped there. The Group's priorities include taking steps to make staff aware of their responsibilities in terms of saving energy and promoting greater moderation of energy usage. This work has begun to yield results because from 2022 to 2023, electricity consumption reduced by 10%. This is tangible proof that change is possible when everybody moves in the same direction.

The second crucial goal is to reduce the impact of our transportation needs. This is a key element in lowering scope 3 emissions. Every day, thousands of samples are moved between the Group's various sites (local laboratories, deliveries, etc.). To contain the impact of these movements on air quality and on climate change, Cerba HealthCare put in place a number of actions during 2023. These range from optimising training given to couriers on ecological driving, to the electrification of our business fleet. The Group has also reviewed its employee travel policy, introducing new rules to reduce the carbon impact of movements, and it has increased the number of hybrid and electric vehicles in its business fleet. Thanks to these efforts, the portion of electric vehicles in the business fleet has risen from 15% in 2022 to 43% in 2023.

The third and fourth goals are joint ones. They are to optimise consumption and to reduce waste. The Group has begun a dematerialisation process to reduce the use of paper and limit printing, which is a necessary step to reduce its environmental impact. However, Cerba HealthCare's activities continue to generate a significant amount of infectious domestic waste, mainly comprised of single-use packaging and equipment (medical examination sheets, medical packaging, syringes, test tubes, gowns, etc.), which must be disposed of securely using accredited service providers. In 2023, the Group took a step forward by working with an expert to develop a guide on responsible waste management to explain how best to sort waste. The guide aims to improve waste management in a clear way that is accessible to all staff.

The last goal concerns water consumption. Water is an essential resource for the Group's core businesses; it's used in laboratories to meet operational requirements. To prevent the risk of releasing chemical substances into the environment, the Group is working to implement a system to monitor water consumption, divided by type of usage within its various entities. The filters used on our automated systems allow us to prevent treated liquids from being released into the network. These filters are regularly maintained and checked as part of the equipment maintenance programme. Also, in 2024, Laboratoire Cerba will equip its new technical platform with an ozone neutralisation station, ensuring that no chemical sub-products are used.



“Lifeanalytics provides all our staff with the tools they need to perform their work in a mindful way, promoting greater awareness of the environmental effects of their activities”

In line with the Group’s environmental policies, we at Lifeanalytics are committed to managing our environmental sustainability by constantly monitoring environmental performance to minimise our environmental impact. We are focusing our efforts on some critical objectives, such as optimising our available resources, such as water, energy and chemical reagents, avoiding waste and favouring the use of renewable energy,

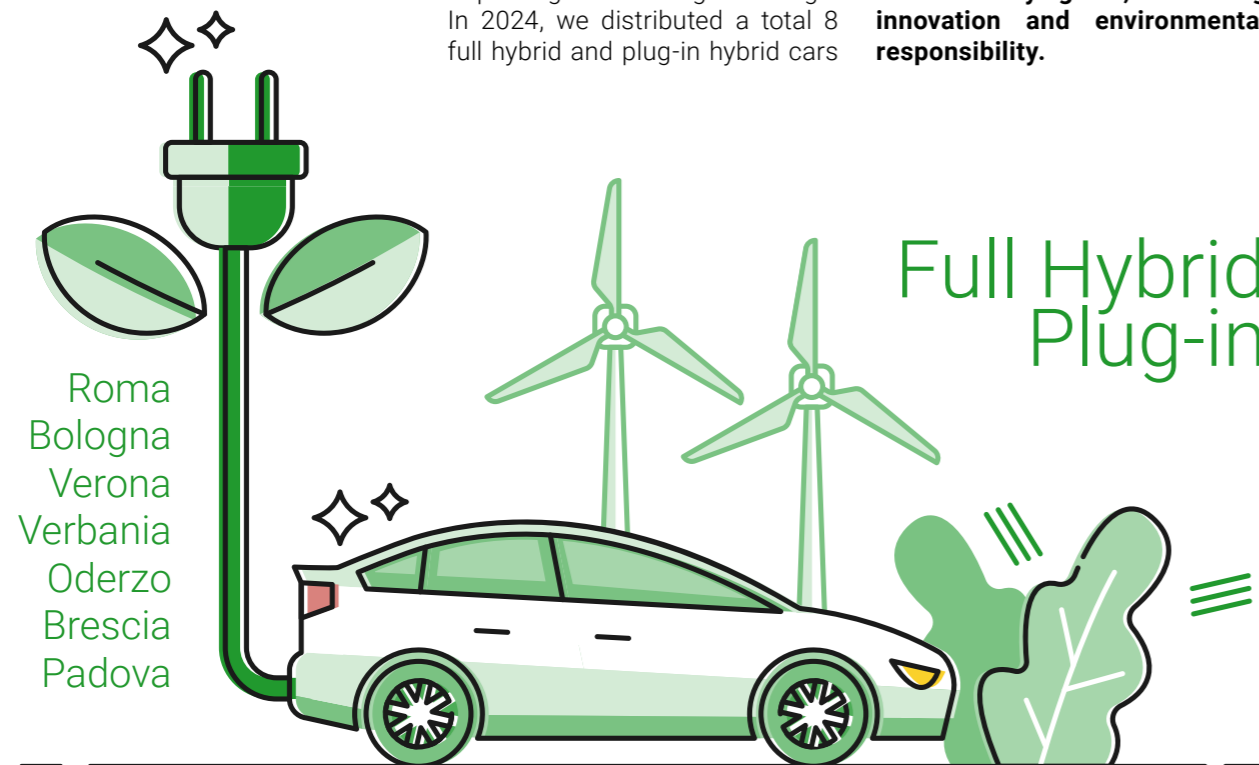
sustainable mobility and efficient waste management. We are also committed to working actively with suppliers and customers whose indirect environmental impacts are lined to their activities, with the aim of obtaining advantageous results for both parties. We also provide all our staff with the tools they need to perform their work in a mindful way, promoting greater awareness of the environmental effects of their activities.

THE SUSTAINABLE MOBILITY CHALLENGE

Hybrid vehicles

Sustainable mobility is now a central challenge for businesses wanting to reduce their environmental impact. We began this work in 2020, using hybrid vehicles with the aim of reducing emissions and improving our ecological image. In 2024, we distributed a total 8 full hybrid and plug-in hybrid cars

among our sites in Italy, including Roma, Bologna, Verona, Verbania, Oderzo, Brescia and Padova. This is a **tangible commitment, which shows how a business’s decisions can help it reach its sustainability goals, balancing innovation and environmental responsibility.**



MOVING FORWARD BY PROMOTING RENEWABLE ENERGY

416 modules

210 m²

340.38 tonnes of CO₂ saved

Businesses are now placing greater emphasis on installing solar panels against a background of energy transition and sustainability. Installing them allows us to significantly reduce energy costs, increasing self-sufficiency and reducing our dependence on traditional energy sources. For us this transition process

began in 2012 in our Lucca plant, where we installed 416 BAUER BS 6P2 240Wp modules in two fields (covering 210m²). They have made a positive financial and environmental impact, reducing our CO₂ emissions and helping in the fight against climate change. We’ve saved 340.38 tonnes of CO₂ since the system was installed.

The tables below show how it has performed over the last 2 years.

2022

	PRODUCTION kWh	TRANSFER kWh	SELF-CONSUMPTION kWh
JANUARY	8.52	-	8.52
FEBRUARY	2,200.44	18	2,182
MARCH	7,049.4	63	6,986
APRIL	7,862	284	7,578
MAY	10,082.85	65	10,018
JUNE	4,663.47	-	4,663
JULY	5,021.99	-	5,022
AUGUST	4,663.47	-	4,663
SEPTEMBER	4,304.65	-	4,305
OCTOBER	4,543.19	1	4,542
NOVEMBER	2,986.61	2	2,985
DECEMBER	1,551.04	-	1,551
TOTAL	54,938	433	54,505

2023

	PRODUCTION kWh	TRANSFER kWh	SELF-CONSUMPTION kWh
JANUARY	98	-	98
FEBRUARY	261	-	261
MARCH	6,550	74	6,476
APRIL	6,242	17	6,225
MAY	25	25	-
JUNE	2,094	-	2,094
JULY	1,242	-	1,242
AUGUST	1,083	-	1,083
SEPTEMBER	870	1	869
OCTOBER	4,932	2	4,930
TOTAL	23,396	119	23,277



SUSTAINABLE SUPPLIERS: THE KEY TO A RESPONSIBLE AND COMPETITIVE FUTURE

At Lifeanalytics, we select our suppliers carefully, ensuring that their practices are sustainable. This way they can help us reduce our environmental impact and promote a responsible approach along the entire supply chain.

Selecting a supplier doesn't just entail looking at cost savings and quality of supply, we also look at the supplier's history and whether it has made a tangible commitment to sustainability. Below we look at some of our partner suppliers and what sets them apart in terms of their commitment to sustainability.



Ricoh, the Japanese office machinery giant, is pressing hard on the sustainability accelerator. It aims to meet 50% of its energy needs from renewable sources by 2030 and, since 2019, its main production sites are already getting 100% from renewable sources. This cut in emissions is equal to around 2,000 tonnes of CO₂ saved every year. Ricoh plays an active part in RE100, an initiative that promotes the use of clean energy. It also places a lot of emphasis on its packaging, which is all recyclable, with its machines featuring 50% recycled plastic and a drastic cut in its use of other plastics. Also, a recent comparison of A3 multi-function printers shows that Ricoh leads its competition in terms of the use of recycled plastic, positioning itself way ahead of sector standards.



Repower is a supplier that focuses on renewable energy. It is based on Guarantees of Origin, certificates that state that energy is coming from establishments that meet TÜV SÜD's CMS 83 Standard. This means that for each MWh of electricity supplied, there's a guarantee that will be purchased and cancelled by 31st March of each year, using the procedure operated by Gestore dei Servizi Energetici [Italy's sustainable energy development agency]. This all translates into a mix of 100% renewable energy for the customer, ensuring that the energy consumed is the energy produced from clean sources. Choosing this supplier leaves no doubt as to our commitment to sustainability.



EcoEridania is a leading Italian manager of special waste, covering the entire supply chain: from collection to transport, from storage to disposal or recovery, as well as providing technical consultancy on the environment. The group is unique in its integrated approach that encompasses all types of waste and services. As well as monitoring greenhouse gas emissions, EcoEridania also focuses on other emissions, including odorous emissions, which are a significant problem where the processing and disposal of waste may affect local communities. In terms of quality, EcoEridania tests materials, and provides safety sheets for chemical products so they can be stored and disposed of correctly. Its main emissions are from its incinerators and waste-to-energy plants, which are monitored using continuous monitoring systems or systems based on hours of activity. Improvements in its Biosud and Eco Mistral plants have helped it reduce its emissions of SO_x, VOC, particulates and other substances.

ENVIRONMENTAL MONITORING IN OUR ANALYSIS LABORATORIES

In 2022, we began monitoring some indicators linked to the consumption of resources and our environmental impact, concentrating on ten laboratories, including Tortona, Signa, Valsamoggia and Roma. In 2023, we extended this monitoring exercise to new locations like Vicenza, Torino, Verona and Genova, thus widening the scope of assessment. It's a precise strategy, aimed at obtaining tangible, measurable data, to improve efficiency and reduce our environmental impact. **By analysing the consumption data of the ten monitored sites, we found that there had been a substantial improvement from 2022 to 2023.** There was a significant reduction in average electricity consumption (-45%,

and -96% if we take account of electricity consumption per sample unit assessed), in paper usage for printing (-43%, and -22% if we take account of consumption per member of staff) and there was a reduction in average water consumption per laboratory activity (-30%) whilst there was an increase in petrol consumption per member of staff (+64%) but not in general (-20%). Even if some of the larger reductions in these indicators can be attributed to the net fall observed in one or more laboratories after we made our strategic change towards business areas, these data show that **we at Lifeanalytics have a growing commitment to reducing the environmental impact of our analysis activities.**

-45%
electricity
consumption

-43%
printed
paper

-30%
water per
laboratory

	PERCENTAGE CHANGE FROM 2022 TO 2023
Electricity consumption (KWh) [Active electricity]	-45%
Electricity consumption (KWh) [Active electricity/Number of samples]	-76%
Petrol consumed (lt) for sampling and consultancy at businesses	-20%
Petrol consumed (lt) for sampling and consultancy at businesses per number of staff	+64%
Paper for printing [number of reams of paper]	-43%
Paper for printing per member of staff [number of reams of paper/Number of staff]	-22%
Water consumption for laboratory activity [cubic metres]	-30%

THE GROUP'S ENVIRONMENTAL CERTIFICATES



ISO 14001: 2015 CERTIFICATION

- Branch in Battipaglia (SA) Certification by Certieuro
- Branch in Oderzo (TV) Certification by Certieuro
- Branch in Olbia (SS) Certification by Certieuro
- Branch in Rocca de' Baldi (CN) Certification by Certieuro
- Branch in Roma (RM) Certification by Certieuro
- Branch in Signa (FI) Certification by Certieuro
- Branch in Sovizzo (VI) Certification by Certieuro
- Branch in Torino Srl Certification by Certieuro
- Branch in Tortona (AL) Certification by Certieuro
- Branch in Valsamoggia (BO) Certification by Certieuro
- Branch in Firenze Certification by Certieuro
- Branch in Lucca Certification by Certiquality
- Branch in Oderzo Certification by Certieuro

EMAS CERTIFICATION

- Branch in Lucca: has adopted an environmental management system that complies with the EMAS (Eco-Management and Audit Scheme) regulation for the improvement of environmental efficiency

CERTIFICATION FROM THE ITALIAN MINISTRY FOR THE ENVIRONMENT, LAND AND SEA

- Branch in Oderzo: register of Environmental management organisations - enrolment no: VE/017777

AUTHORISATION FROM THE ITALIAN MINISTRY FOR HEALTH (ITALIAN DECREE PMC 11/2022) FOR THE PRODUCTION (CHEMICAL MONITORING) OF MEDICAL SURGICAL DEVICES FOR DISINFECTANTS AND SUBSTANCES SOLD FOR HUMAN AND ENVIRONMENTAL USE PURSUANT TO ITALIAN PRESIDENTIAL DECREE NO. 392 OF 6 OCTOBER 1998

- Branch in Verbania

QUALIFICATION FROM THE MINISTRY FOR HEALTH FOR LABORATORIES CARRYING OUT ANALYSIS OF ASBESTOS IN ACCORDANCE WITH ITALIAN MINISTERIAL DECREE OF 14/05/1996:

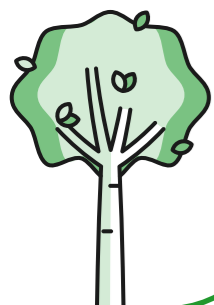
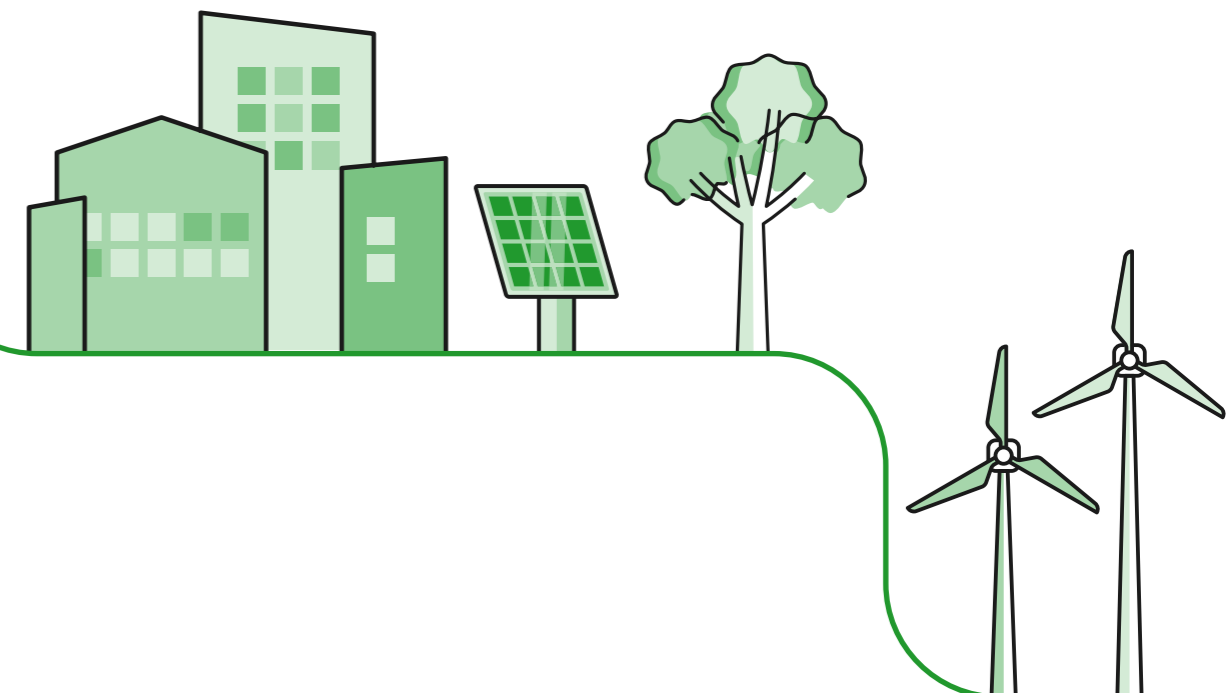
- Branch in Vicenza: PCM, SEM and XRD techniques
- Branch in Roma: PCM, SEM and XRD techniques
- Branch in Firenze: FTIR technique
- Branch in Torino: PCM, SEM and XRD techniques

ECOLABEL

- Branch in Lucca: testing laboratory with Accredia accreditation for all tests for the granting of the ECOLABEL brand for paper

LAGA PN 98

- Branch in Lucca: Laboratory accredited for the sampling and analysis of waste destined for Germany



WE CULTIVATE VALUE



PEOPLE AND COMMUNITIES

“Lifeanalytics raises awareness of the value of diversity, considering it to be a key element in reinforcing social cohesion and improving business performance”

Here at Lifeanalytics, we have put in place policies to enhance the skills and careers of our staff, fully in line with the principles of excellence and development promoted by our parent company. Workplace health and safety is an absolute priority, especially for our staff who work in our laboratories. Staff who face complex technical and operational challenges every day. We pay particularly close attention to preventing psycho-social risks, by providing specific training to promote mental health and well-being in the workplace.

We have also implemented a flexible telephone system, which not only facilitates a healthy work-life balance, but also ensures that working hours are adhered to and staff have the right to disconnect. This offers staff the possibility of managing their time with greater autonomy and serenity.

Our commitment to inclusivity and non-discrimination is reflected in every aspect of our HR work. We actively raise awareness of the value of diversity, considering it to be a key element in reinforcing social cohesion and improving business performance.

OUR KEY PRINCIPLES FOR MANAGING STAFF AND RELATIONSHIPS WITH CONTRACTORS AND SUPPLIERS

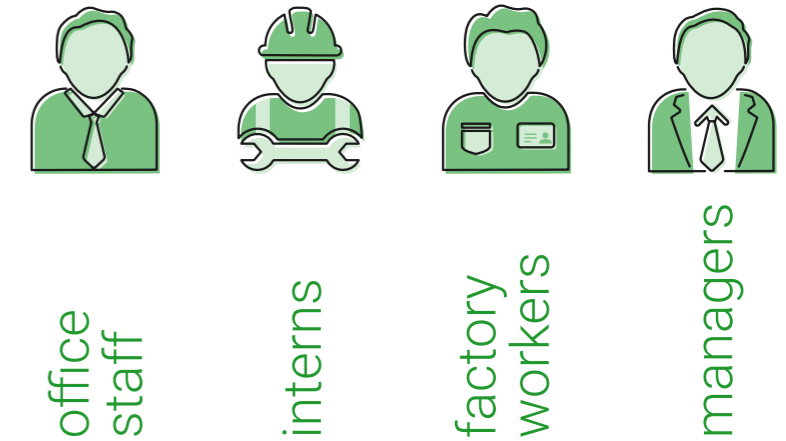
We are renowned for our staff management methods that put social responsibility at the heart of things, following essential and fundamental principles. Primarily, we value everyone who works with us, promoting respect for freedom, dignity, and the safety of the staff in the workplace. Staff have the right to join a trade union and the right to collective bargaining, along with a dignified salary, no discrimination and working hours that are managed properly. We help our staff to develop professionally and personally, supporting continued growth and agreeing their rights and obligations.

This is in addition to an absolute ban on the use of forced or obligated child labour, ensuring that our working environment is fair and in line with international law. Our ethical responsibilities also extend to our relationships with our suppliers. We have created partnerships which are not only aimed at being innovating and gaining a competitive advantage, but also at increasing awareness of their ethical and social role in the business landscape.

STAFF

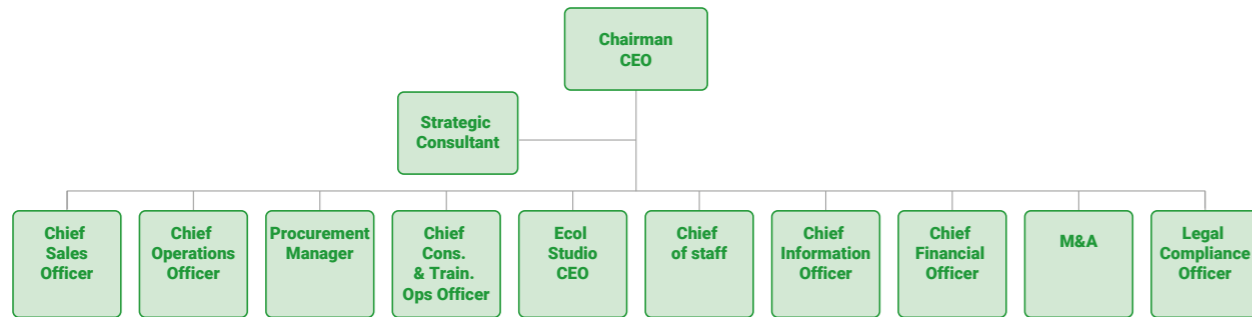
In the two-year period 2022-2023, the percentage of men in the office staff category was 51%, indicating that there is largely gender parity in this area of staff.

Conversely, the prevalence of men in the factory worker sector has increased slightly, rising from 63% to 65% (the number of male factory workers have risen from 28 to 30 units, whilst female factory workers have reduced by two units).



	2022		2023	
	WOMEN	MEN	WOMEN	MEN
office staff	383	402	347	368
interns	0	0	0	0
factory workers	16	28	14	30
managers	0	4	2	3
20-30	219	219	201	201
30-50	469	469	426	426
> 50	89	89	84	84

On a positive note, there has been a significant increase in the number of women in managerial positions. In 2023, women made up 40% of the total, signifying a major increase in the number of women in leadership roles.



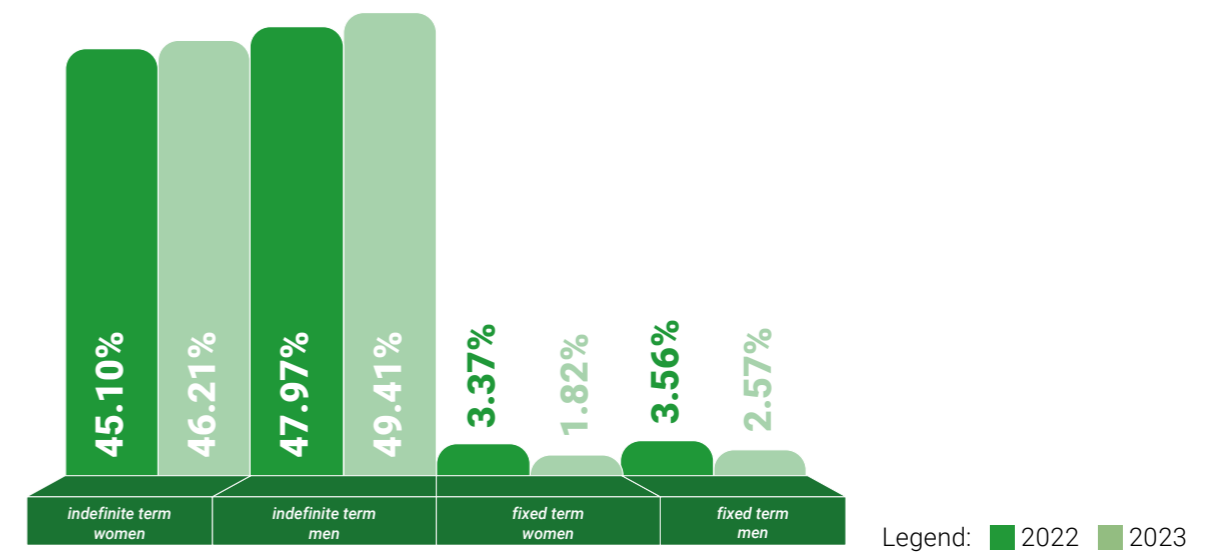
In the symbols above, we have only considered roles below the President.



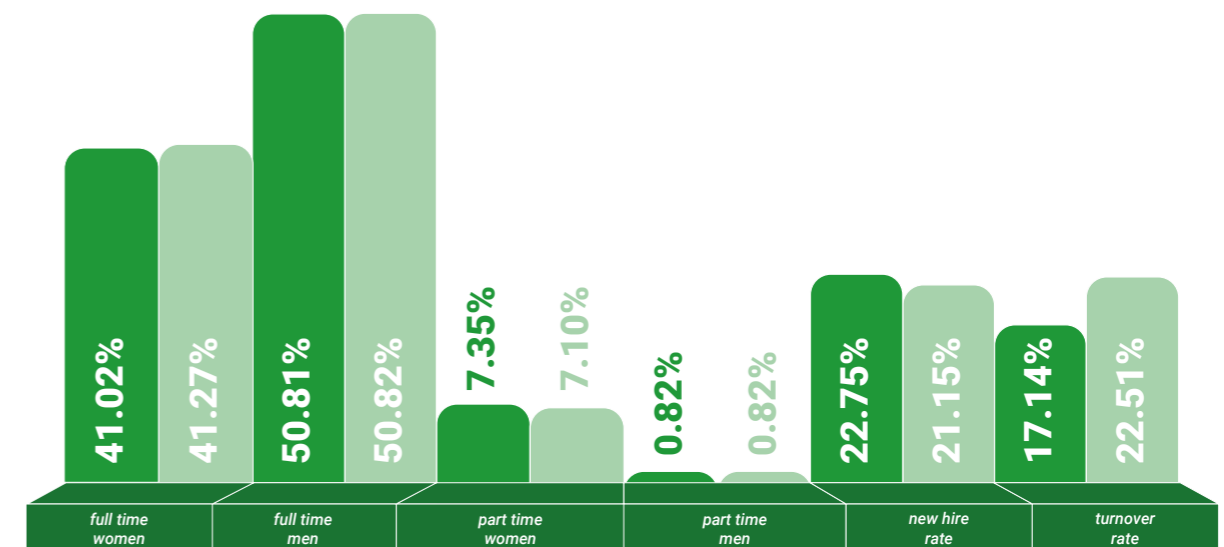
Our staff policies reflect our commitment to create a positive working atmosphere that is safe and stimulating. Through them we are able to attract and retain talent and to help our staff with their well-being and professional development. **Our staff numbers show that there is a slight gap between men and**

women, with a difference of around 3% in favour of men with permanent contracts during the reporting period. However, there is also a slight reduction in the percentage of fixed-term contracts. Also, women ask for part-time hours more frequently than men, even if the difference is not particularly marked.

TOTAL NUMBER OF STAFF BY TYPE OF EMPLOYMENT CONTRACT
(permanent and fixed-term), by gender



TOTAL NUMBER OF STAFF BY TIME
(full time and part time), by gender



SMART WORKING

Here at Lifanalytics, we have instituted a working from home policy with a view to enhancing work-life balance for our staff. We have also experimented with initiatives to provide an incentive for a management culture based on goals and results. In line with Articles 18 et seq. of Italian Law no. 81 of 22nd May 2017, agile working is a flexible way of allowing staff to work away from their usual workplace, such as working from home. It applies to employees with at least two months' service, for work that can be done remotely. Each application must be authorised by

managers. Agile working requires an individual agreement that defines the duration and terms, with the possibility of extending the agreement after an assessment and a notification. Working from home days must be planned and approved in advance, and work must be monitored to ensure that it is being done properly. Any IT tools used must meet security requirements and each employee is responsible for paying for his/her internet connection. Working from home must follow business hours and employees must ensure that data remain confidential.

"Working from home must follow business hours and employees must ensure that data remain confidential"

Work-life balance



Working from home
Flexible work

WORKPLACE HEALTH AND SAFETY

"The average number of injuries remained stable at 0.4, in line with 2022"

average
30
people
per laboratory



average
51,000
working hours



average
36,000
samples



We are firmly committed to ensuring that the workplace is a healthy and safe environment. We pay particular attention to preventing accidents, injuries and industrial diseases. To do this, we work to ensure that:

- Workplaces are clean and safe, and suited to preventing injuries and diseases relating to work;
- The risks associated with working activity are constantly monitored. This applies equally to strategic decisions and to daily operations, performed directly or through suppliers;
- There is a significant reduction in health and safety risks, assessing both probability and severity;

- We have systematic and transparent communication regarding safety activities, ensuring that the data we provide are reliable;
- Suppliers are made aware and involved in our work to pursue shared health and safety goals, implementing a 'stop work policy' for situations which may compromise safety or the environment;
- We continually improve the ways in which we involve staff, encouraging workers to participate and consulting them and their representatives to make positive changes to the system for managing quality, the environment, and workplace health and safety.

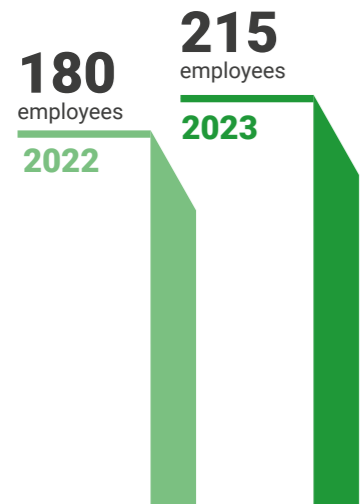
We monitor a number of parameters in our working environments, focusing on nine key laboratories: Battipaglia, Oderzo - LG Inca, Olbia, Rocca dei Baldi, Roma, Signa, Sovizzo, Tortona and Valsamoggia. In 2023, these laboratories employed an average of 30 people who recorded more than 51,000 working hours and analysed around 36,000 samples. The average number of injuries remained stable at 0.4, in line with 2022, whilst the IF index, which measures the relationship between injuries and hours worked, fell significantly compared with the previous year. The IGI index also improved from 2022 to 2023, signalling another step forward in terms of workplace health and safety.

	2023	PERCENTAGE CHANGE FROM 2022 TO 2023
No. of staff (average)	30.40	3.6
Hours worked (average)	51,738.77	4,196.04
No. of samples (average)	36,854	-7,756.2
No. of accidents (average)	0.40	0
No. of near misses (average)	0.30	-0.1
No. of days' accidents (average)	12.40	5.6
IF1 (average)	10.78	-179.37
IGI (average) = [days absent (excluding the day on which the accident occurred) + days permanent invalidity x agreement / no. of hours worked] x 1,000.	0.29	-0.14

TRAINING

Lucca

In 2022, our Lucca establishment organised training courses for 180 staff, which increased to 215 staff in 2023



Workplace training

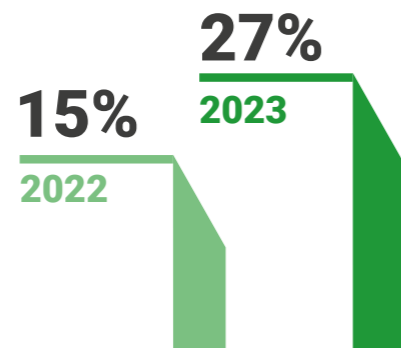
We provide a number of types of training under our annual training plan. This strategic document defines the training activities we have in place for company staff, based on internal procedures and the specific requirements of each role. For 2023, for example, our main training objectives included:

- Quality system training: directed at staff who joined in 2022, requiring them to participate in audits and studies of ISO 9001, 14001 and 45001 standards;
- Training on ISO 17025 standard: using audits and by investigating technical rules and special regulations;
- Safety and environmental training: focused on environment and safety management systems, to obtain and retain ISO 14001 and 45001 certification;
- Auditor training: to enable staff to conduct internal audits and to strengthen quality and safety in Lifeanalytics Group locations;
- Specific safety and environmental training: according to detailed plans drawn up by the Health and Safety Officer.

We promote a business culture that is responsible and in line with current regulations, so as to improve our reputation and productivity: employees who are well-trained on risks and prevention measures will work in a more considered and safer manner, reducing the risk of accidents.

To do this we are committed to providing annual courses on protecting safety:

- Level 2 fire prevention course and updates;
- Group B and C first-aid course and updates;
- EWP course - Course on operating Mobile Elevated Work Platforms and updates;
- Specific and general health and safety training – low risks and updates;
- Specific and general health and safety training – high risks and updates;
- Managers course and updates – Specific training for workers who are appointed as managers, or supervisors tasked with ensuring that workplace health and safety rules are followed;
- Health and Safety Managers and Health and Safety Officers course and updates;
- Category 3 PPI and anti-fall course and updates;
- EU Seveso Directive course and updates – professional training on managing the risk of serious industrial accidents in accordance with European regulations on protecting health and safety and the environment;
- Course on preventing incidents involving H2S and protecting from the effects, and updates;
- Fire prevention awareness.



Percentage of health and safety staff who received specific training on human rights and safety



“Investing in training means investing in the future of the company, ensuring growth and sustainable development. A well-prepared team is an added value that makes a difference in achieving business objectives”

Location Manager Academy



Sampler Training



STAKEHOLDER

NATIONAL COVERAGE AND SUSTAINABILITY



Having locations all over Italy is crucial to us having a competitive edge and we at Lifeanalytics have adopted a business model which aims to have a presence in and deep knowledge of the whole of Italy. Our samplers are located near our customers, thus reducing the need to travel and, consequently, CO₂ emissions. This approach allows us to better understand local specifics, including the ways and customs of control bodies.

We are known for being a service provider rather than just a simple analysis laboratory. In addition to providing laboratory testing and sustainability measuring services, we also provide training and consultancy services. This helps our customers to use innovative materials and to promote a culture of sustainability, going beyond merely technical aspects to play a part in a wider and more considered change.

Every day, all 60 Lifeanalytics businesses are committed to spreading the word on sustainability. We aim to increase understanding on the topic, thus helping to spread a culture of sustainability all over the country.

We spread a culture of sustainability all over the country

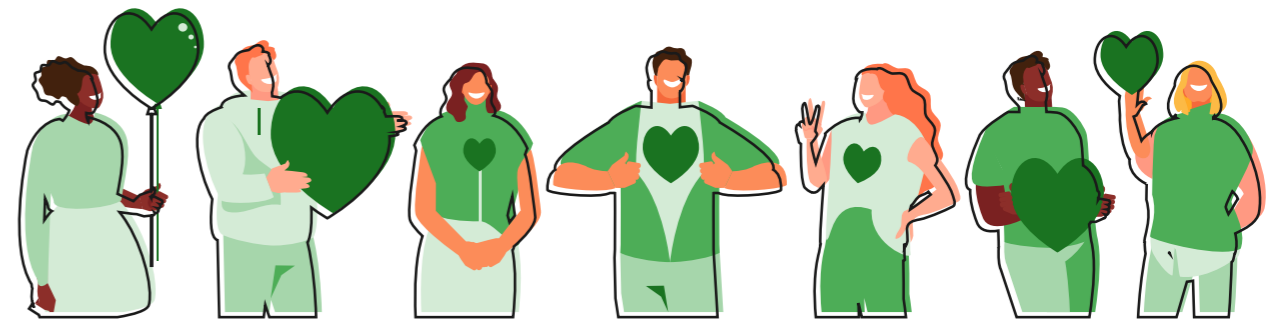


“Lifeanalytics have adopted a business model which aims to have a presence in and deep knowledge of the whole of Italy”

OUR IMPACT ON COMMUNITIES

“Lifeanalytics helps to give our staff and our partners a sense of social responsibility”

When pursuing our goal of marrying innovation with social responsibility, we have shown a **constant commitment to the community by donating to and supporting projects of social interest**. By donating, we are not only providing direct support to deserving causes, but we’re also helping to give our staff and our partners a sense of social responsibility. This way, we are demonstrating that as a business we can go beyond just giving money, but we can also have a positive influence on the social and environmental setting we work in.



Giving a hand after the floods in Emilia-Romagna

In 2023, the floods in Emilia-Romagna shattered an entire community. Faced with a region gripped by devastating floods, many have asked if we can help. In solidarity with our colleagues in Emilia-Romagna, our Lucca site began to raise funds to support colleagues hit by this disaster.

Support for ‘Bambini delle Fate’

Lifeanalytics is one of a number of businesses providing financial assistance to the ‘I Bambini delle Fate’ project, a social enterprise founded in 2005 to help children with autism. We are one of more than 900 businesses giving vital support to inclusion projects for children with autism and other disabilities. There are three large projects in Tuscany: in Florence, the Cooperativa Sociale Allenamento offers a programme that used an Applied Behaviour Analysis (ABA) approach to help children with autism, helping them to interact with the world around them; in Pisa, the ‘DopoDinoi’ project offers a positive environment for learning and employment experience, giving practical agricultural training; in Siena, ANFFAS Altavaldelsa Onlus manages the ‘Lavoro...al Centro’ project that creates gradual paths to finding work for young adults with disabilities.

Donations

Support projects of social interest

ACTIVITIES IN 2023

LIFEANALYTICS EVENTS

Lifeanalytics is an expert authority in the markets for our business units' services. We have a presence at key national and international trade fairs, where we give speaking sessions. We also organise webinars on the most important themes for our customers, and events to provide the latest technical and scientific information.

EVERY YEAR

+30
industry
fairs



+5
proprietary
events



+50
webinars

+16
scientific
publications

WEBINAR



ARTICLES AND PUBLICATIONS

- Forbes Vol. 23, November 2023
- Alimenti e Bevande
- Carta e Cartiere
- Industria della carta
- CoRes
- 'Fire risk assessments in light of the Italian Ministerial Decree of 3rd September 2021'
- 'Quantifying your carbon footprint to start a new pathway to efficiency and sustainability'
- Assessing exposures to inhaling airborne chemical agents in accordance with UNI EN 689:2019
- 'Chemical Substance Safety: REACH and CLP.'
- The situation regarding controls'
- Food and Allergens: What are we doing?
- Microbiological Test Challenge: Tools to support food safety
- Labelling food products
- PFAS pollution: Chain contamination
- Food Test Challenge: Not just Listeria monocytogenes, not just RTE
- Trichological damage from UV exposure
- The biomimesis of product properties for developing in-vitro testing - resistance to scouring on sun products
- Developing and assessing methodologies to separate and quantify Galaxolide against Versalide in complex cosmetic matrices
- In-vitro photostability testing



EVENTS AND FAIRS

“Over the years, Lifeanalytics has participated in the most important industry events with all of its Business Units”

- Cibus
- Tutto Food
- Marca
- RICHMOND HSE Forum Autumn
- REMTECH
- RICHMOND HSE Forum Winter
- AMBIENTE E LAVORO
- RICHMOND Sustainability Business Forum
- Lifeanalytics event – IV GAMMA
- IMMS2023
- IV Gamma, sustainability and the market: challenges and anti-crisis solutions
- Cosmetic 360
- Cosmet'in Lyon
- Incosmetic
- Making Cosmetics
- Simposio AFI
- Empack
- Interpack
- MIAC
- ECOMONDO
- Lifeanalytics event – REACH and RoHS
- Lifeanalytics event – Packaging Today and Tomorrow
- Coating and INK Conference
- FCM EXPERT Conference
- Stresa Compliance Conference
- Plastics Conference
- Adhesives Conference
- Aticelca Conference



2024 NEWS

LIFEANALYTICS EVENT: SAFE FOR NETWORK We generate value together.

“We believe that we’re generating value by putting together businesses that are famed for their ability to see and anticipate market trends. Planning actions together aimed at helping our partners to grow and sharing their successes in our network is a major stimulus”



In 2024, we have begun a number of social promotion and community support initiatives. Here, we'd like to tell you a little more about them to highlight our commitment to making a positive and shared impact on people's lives.

Lifeanalytics launches the 'Referral' programme to attract the best talent

This programme is aimed at finding the right talent for our open positions. Any employee can tell us about one or more people they believe are suitable for a specific position and if the candidate is appointed and passes the probation period, the referring employee will receive a gift voucher.

Lifeanalytics Running Team, helping with cancer research

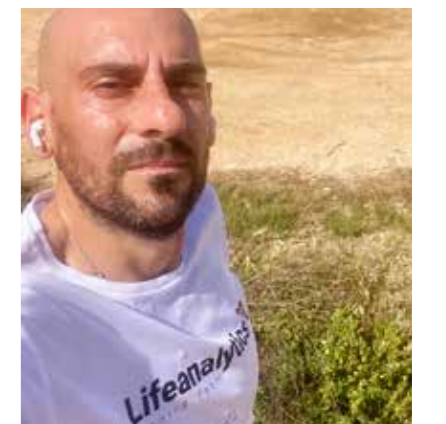
We've always done all we can to provide a healthy and safe environment. With this in mind, we are honoured to support AIRC – the Italian Association for Cancer Research in its vital work to research cancer and care for cancer patients. In 2024, we launched the Lifeanalytics Running Team, an exciting team challenge to cover 6,310 km up and down Italy, the distance from our most southerly laboratory to our most northerly establishment... and back again! Our goal, to be achieved by 31st December 2024, didn't just offer participants the opportunity to win vouchers for running shoes, but most importantly, it allowed us to donate to AIRC at the end of the challenge which will help them continue their crucial cancer research work. We are proud to tell you that we reached our goal in April, covering a total of 6,713.67km!



Lifeanalytics and Il Sogno Onlus

Il Sogno Onlus is a charity association helping disabled children and their families. It supports them and helps them to grow, offering rehabilitation assistance and help to be independent. Their activities are designed by qualified staff and carried out in their laboratories specialising in independence, music therapy, neuropsychomotor skills, hydrokinesiotherapy, speech therapy, experimental Montessori teaching sessions, parent and child sensory sessions, pet therapy sessions.

Our support for this charity is in the form of buying items they need to create a gym, furnishing their gym space and providing motor and neuropsychomotor rehabilitation materials for children.



METHODOLOGICAL NOTE

For us at Lifeanalytics, this Sustainability Report is a key tool for documenting our social and environmental performance.

It provides an overall view of our commitment to social and environmental sustainability, highlighting our tangible results in this area and setting out our path for the coming years. We have prepared this Report voluntarily, and it lays the foundation for our future non-financial reporting work, aligning ourselves with Global Reporting Initiative (GRI) standards, the most used around the world, and supplementing the requirements of the EU's Corporate Sustainability Reporting Directive (CSRD). The CSRD requires businesses to provide information on the environmental, social and governance risks, opportunities, goals and impacts, in a pre-determined timescale.

Our approach to reporting reflects the principles of accuracy, balance, clarity, comparability, timeliness and verifiability. Our report concentrates on matters where the business has or may have a significant impact on the environment and on people.

We have begun a process to continually improve our detailed reporting of social and environmental impacts and to consolidate our materiality assessments. This Sustainability Report covers the two financial years from 1st

January 2022 to 31st December 2023, unless otherwise specified. To ensure that our business performance is accurately and promptly, we have included qualitative and quantitative indicators, which have been subjected to accuracy checks.

The data contained in this Report have been provided by a number of business departments and their respective heads of department: Chairman Roberto Pisa; Chief Sales Officer M. Saltarelli; Marketing L. Lupi; Chief Operations Officer A. Pagliani; Procurement L. Lazzari; Chief of Staff A. Menici; Chief Financial Officer M. Gandini; Legal & Compliance Officer C. Iacopetti; Management Systems E. Giannotti; HSE Manager F. Del Todesco.

Environmental monitoring data have been obtained only from a number of operating sites, specifically: Tortona, Signa, Valsamoggia, Battipaglia, Oderzo, Olbia, Rocca, Rome and Sovizzo. We also monitor a number of parameters in our working environments, focusing on nine key laboratories: Battipaglia, LG Inca, Oderzo, Olbia, Rocca, Rome, Signa, Sovizzo, Tortona and Valsamoggia. The indicators shown in this Report are the average of the observations recorded at these laboratories and are of a purely descriptive nature.

For more information on this Report, please contact: marketing@lifeanalytics.it

Lifeanalytics 

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