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Passo di Giau
Veneto

Towards a fair and inclusive corporate culture thanks to the Gender Equality Certification

The issue of Gender Equality is fundamentally important, along with the need to accompany and encourage the adoption of appropriate policies to reduce the gender gap in all the areas that are the most critical for women's professional growth. TAKA-WPR have embarked on a path, aimed at promoting gender equality within the company, first and foremost by obtaining the UNI/PdR 125:2022 Certification. But how did this process of empowerment start?

We spoke with Mariangela and Alessia, who followed the initiative on the side of TAKA, who explained that the initiative immediately involved all employees. Indeed, they were asked to respond to an anonymous survey conducted by the HR department to collect their opinion on the company environment, on initiatives in favour of gender equality and the possibility of career advancement.

The survey was a success, and very useful suggestions and considerations

emerged, such as the need to improve communication, train and educate people, communicate with them and involve them in what happens within the company, in full team spirit. Therefore, three points have been identified, which TAKA is committed to working on, to empower and safeguard all its employees.

The first point of this process, following the anonymous survey, was to ensure equal opportunities for professional growth and fair wages to all employees. However, TAKA has been active on this issue already for several years with a structured monitoring system.

The second point, work-life balance, led to the introduction of the "Pink Policy", a set of measures aimed at supporting employees in managing parenthood and promoting work-life balance.

Finally, TAKA-WPR has drawn up a D&I policy - which can also be consulted on the website - aimed at creating an inclusive environment, committed to ensuring

a management based on respect and inclusion of everyone regardless of their gender, political orientation, religious and sexual orientation, or disability.

As Mariangela and Alessia pointed out, with the company owners taking the decision to undertake this path voluntarily and without economic or financial interests means working for a company that welcomes changes, that wants to be informed and educated, a company that wants to "go the extra mile".

Having achieved the Gender Equality Certification is therefore a great achievement that has allowed us to adopt a structured path and system ensuring gender equality and inclusivity in the workplace. It is important to talk, inform and raise awareness about gender equality, and it is thanks to small steps such as this Certification that we can take important steps in this direction.



ALESSIA ANGONESE
ADMINISTRATION DEPARTMENT



MARIANGELA CRESTANI
HR & COMPLIANCE MANAGER

Making a difference: how your choice of adhesive impacts on sustainability

Have you ever considered the environmental impact of even the smallest components of your products. Whether you're embarking on sustainability initiatives or already committed to a carbon-neutral future, every decision matters. That's why the choice of adhesive shouldn't be overlooked. Let's explore how opting for bio-based and micro-emission hot melt polyurethane adhesives can align with your sustainability goals and benefit you as a customer or user.

Adhesives play a vital role in various industries, and their environmental footprint shouldn't be underestimated. By reducing overall adhesive consumption and choosing alternatives like reactive polyurethane hotmelt adhesives (PUR), you can achieve significant savings in logistics, packaging, and waste. PUR adhesives offer exceptional durability and resistance to heat, vapour, and solvents, making your end products longer-lasting and more sustainable.

Among PUR adhesives, two standout options offer distinct advantages:

Bio-Based PUR Adhesives: These adhesives are manufactured with a higher proportion of renewable raw materials instead of fossil-based ones. This shift positively impacts the adhesive's life cycle analysis and the sustainability of the end product. Whether you're in the furniture industry, automotive sector, or electronics manufacturing, bio-based PUR adhesives provide the same adhesive properties and product characteristics as conventional ones.

Monomer-Reduced PUR Adhesives: TAKA's "Low Emission Systems" (LESS) offer reduced levels of free isocyanate monomers, enhancing occupational safety and health protection. With less than 0.1% monomer content, these adhesives eliminate the need for labelling and mandatory training, ensuring a safer working environment for users.

Embracing innovability, the intersection between innovation and sustainability, TAKA continues to develop PUR adhesives that prioritize ecological, social, and corporate

responsibility. As industry standards evolve, companies that adapt and innovate will lead the market. It's essential to integrate sustainable solutions into your products and processes today to stay ahead.

Choosing your adhesive responsibly isn't just about meeting environmental regulations—it's about making a tangible difference. By selecting bio-based or micro-emission hot melt polyurethane adhesives, you're not only reducing your carbon footprint but also investing in a sustainable future for generations to come.

Ready to learn more? Contact us to discover how our innovative adhesive solutions can support your sustainability journey. Make your adhesive choice count—make it sustainable.



Our Academy is stronger than before: we obtained a certification!

WPR-TAKA Academy represents a strategic investment in the growth and development of our team, thanks to which we transfer our know-how to our collaborators and our customers, because we only grow together.

WPR-TAKA Academy is where our company culture comes to life through education, inspiration, and transformation. The Academy is an essential pillar that symbolizes our commitment to excellence and the continuous growth of internal and external staff. However, to maximize its impact, it is essential to recognize the crucial value of certifications.

On May 2nd, 2024, our Academy obtained the international certifications UNI ISO 29993 (Training services that are not part of formal education) and UNI

ISO 29994 (Education, training and distance learning services) certifying that our training courses allow you to acquire high-level skills and are officially recognized all over the world.

This certification is the result of an extremely rigorous audit, of which we are extremely proud: it attests to the constant commitment and quality of our work in ensuring high standards of training and competence.

In addition, the certification offers advantages to the customer, who entrusts the training of his staff to a certified Academy, guaranteeing the expertise of his collaborators and therefore the reliability of the market proposal. The benefit of the certification also extends our customers' customers who benefit

from a supplier whose staff is trained by a certified Academy. It is therefore a matter of the whole supply chain.

Obtaining UNI ISO 29993 and UNI ISO 29994 certifications is an important milestone for WPR-TAKA Academy in our way to of continuous growth. We will continue to invest in the quality of our courses and methodological innovation, to offer all our customers a unique and valuable learning experience.



MAURIZIO CARRER
ACADEMY DIRECTOR



Successful together - that too is sustainability

As an innovative manufacturer of quality profiles for PVC-U windows, doors and roller shutters, VEKA AG can look back on an extraordinary success story. In 1969, we were still a regional craft business, but today we are active in all major markets worldwide with almost 7,000 employees. VEKA is still wholly owned by the founding family - and as a family business, we attach great importance to preserving the basis for the success and livelihood of future generations and thus acting in a way that is fair to our grandchildren. What today is more relevant than ever as sustainability is traditionally part of our corporate mission statement.

Our 25-year partnership with WPR-TAKA demonstrates that this long-term corporate strategy is to the benefit of everyone involved. The very first WPR wrapping system was developed together with VEKA, and since then we have continued to

expand our close, trusting cooperation. In addition to the outstanding quality, it is the responsiveness and delivery reliability that we have come to particularly appreciate. The same advantages also characterise our partnership with TAKA. As a result, both divisions are now our most important partners in the field of foiling: around 60 WPR machines are in operation at VEKA companies worldwide and 21 at our headquarters in Sendenhorst alone, where we also exclusively use adhesives from TAKA.

Sustainability at every level

However, our partnership with WPR-TAKA is not only sustainable in terms of long-term cooperation, during which all partners have been able to grow successfully. Together, we are also driving forward the further development of foiling. For example, we

developed a new, low-VOC and therefore label-free primer some time ago and are currently working on an isocyanate-reduced adhesive that is also label-free as defined by the REACH regulation. These innovations protect the environment and make it easier for us to use them in day-to-day operations. The success of the good cooperation between VEKA and WPR-TAKA is demonstrated by the strong growth in the market for coloured windows and doors.

Today, around every second profile that our dispatch department sends to VEKA's window manufacturing partners is laminated with a film - our portfolio includes more than 60 attractive colours and decors as well as particularly elegant design surfaces.

The partnership with WPR-TAKA, which is sustainable in every respect, plays a major role in VEKA's ability to inspire end

customers with this unique variety of designs. Even more reason for us to look forward to continuing our collaboration in the future.



OUR TEAM

Towards a greener future, together with Valentina

In a world that is getting more and more attentive to environmental issues, corporate sustainability plays a central role in the success of companies.

Aware of this, TAKA has made sustainability a keystone of its strategy, integrating it throughout all levels of the company.

This is where professionals like Valentina are essential to turn sustainability principles into concrete actions. Valentina has a solid experience in the field of product safety, with a particular focus on documentation and safety data sheets. Her expertise also extends to EHS certifications and regulatory affairs, to ensure the regulatory compliance of the company's products.

Her experience in the TPE and TPU plastics industry has provided her a deep understanding of the challenges and opportunities in the field of environmental sustainability. Beside her work, Valentina has a curious soul, as she

cultivates different passions. She loves travelling around the world, discovering new cultures and landscapes, but the city of Venice will always have a special place in her heart, no matter how many new places she may visit. Within TAKA, Valentina is also an active member of the ESG strategy committee, together with Mariangela and Alessia. Her technical contribution was fundamental in bringing forward the obligation to draw up the ESG report before 2025. This commitment reflects TAKA's dedication to sustainability, a core value for our company and customers.



Thanks to her contribution and that of other professionals like her, TAKA demonstrates that sustainability is not just a duty, but also an opportunity to create value along the entire supply chain to build a better future for our planet and everybody that lives on it.

Together, TAKA and its collaborators are building a greener and more responsible future, one where innovation and sustainability intertwine to create a better world for all.



VALENTINA CECCATO
HSE MANAGER



ABOUT US

Half a year packed with activities

The first 6 months of 2024 have been full of events and news.

We started with the international Sales Meeting in March, a successful event, not only for the large number of attendees but above all for the choice of location and the mix of technical and inspirational content created for the convention. This year we gathered in the MUSE Museum of Natural Sciences in Trento (in the north of Italy),

which hosted us both for the convention and for the gala dinner. This event is very important for us because it is the time of the year when we all come together to discuss the goals of the new year and reflect on the one that has just ended.

On June 1st we had been guests of honor at the Benedetto Marcello Conservatory, whose halls have just been renovated with our support, for a double bass concert

that saw young international talents compete on stage.

People, for us at TAKA-WPR, do not only mean co-workers and agents but also support for the local community. That's why we are supporting the fight against breast cancer by having sponsored a day of free breast control at the end of April. We have visited the new multifunctional headquarters of the San Bassiano Oncology

Association and we have supported the "Ci Sto? Affare Fatica!" Project aimed at young people between 20 and 30 years who will take care of monuments and public places in the Marostica area (a few meters from our Taka 3 plant) by teaming all up together.



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