



2020-2021
SUSTAINABILITY
REPORT





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REPORT

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"THE SEA IS MADE UP
OF WATER DROPS"

SILVESTRO NIBOLI

Dear Reader,

We've now arrived at the fourth edition of the Sustainability Report, which describes the activities for the two-year period 2020-2021.

It has been possible to prepare this document thanks to the synergy between the various working groups that carry out the environmental, social, and economic projects.

Continuous engagement in corporate social responsibility activities allows us to undertake new projects aimed at ensuring continuous improvement and improving our standards in terms of efficiency and innovation.

Everyone's approach to the issue of "sustainability" has changed in recent years.

While just a few years ago it was a topic that was only mentioned occasionally, it has now become a pivotal aspect of many decisions in the business world, as well as in our private and social lives.

We embarked on this journey in a structured manner 10 years ago, and are just now beginning to see the first results, all while maintaining the same values and principles that our father established over 50 years ago.

Our business activities have always been based on the principles of entrepreneurial foresight, and awareness of people and the environment, and these same principles are now the foundations of our corporate social responsibility journey. We're aware that there is still a long way to go, and that there are still many activities to be promoted.

Sustainable development can only be achieved if we all work together and move in this direction.

The first person to walk to both poles of the Earth, Robert Swan, once stated that: "The biggest threat to our planet is the belief that someone else will save it."

The climatic changes under way are there for everyone to see. Examples include the drought of this past summer, and the recent floods that our country has suffered. Such events serve as evidence that we're running out of time, and that we all have to make changes in our daily lives if we want to guarantee our future, and that of the generations to come.

We're aware that sustainability isn't easy, because it implies cultural change, and altering our habits.

The purpose of this document is to describe what has been achieved up until now, as well as the goals that we intend to achieve in the future.

The conception, implementation, and monitoring of all the sustainability projects carried out in recent years have required perseverance, commitment, and dedication on the part of our companies' teams.

With this letter, I wish to thank everyone for the determination they've shown during the course of the various projects, and in their daily work activities.

Happy reading!

The Chairman,

Pier Andreino Niboli



Managing Director,

Federica Niboli



1. INTRODUCTION TO THE REPORT

OUR SUSTAINABILITY REPORT: CONFIRMATIONS AND NEW DEVELOPMENTS

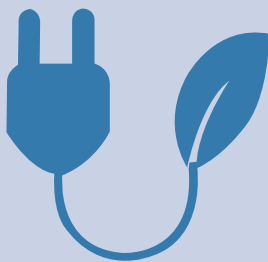
The fourth edition of the Sustainability Report, for 2020-2021, uses the same format as that used in the previous edition.

This document focuses upon the goals achieved, highlighting the indicators with which these achievements are measured, the management approach to our material topics, which supports our activities, and what we intend to achieve in the future.

Therefore, like for the 2018-2019 period, the report is structured around the topics that were deemed to be relevant following the materiality analysis. The content, on the other hand, is represented by the evolution of these topics: in fact, over the years the field of sustainability has become increasingly well delineated, and has been populated with specific aspects indicating the pathway to be taken. This allows us and requires us to reflect on the topics upon which our report focuses, and we adjust our sustainability strategy accordingly, renewing them to better reflect the changing internal and external context.

The challenges of sustainability

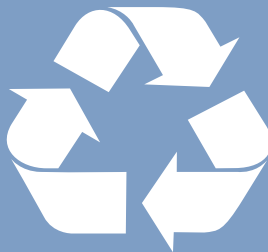
PROMOTING THE ENERGY TRANSITION



Energy is both a strategic raw material, and an important lever for the ecological transition being pursued by all the institutions at a global level. The keywords are:

- Energy efficiency - by ensuring an in-depth knowledge of our activities' energy profiles in terms of upgrading and maintenance.
- Renewable energy - by increasing the percentage of energy generated in-house.
- Sustainable mobility - by promoting carpooling and creating the infrastructure to facilitate electric mobility.

FOCUSING ON RESOURCES AND RAW MATERIALS: STRIVING FOR CIRCULARITY



In keeping with the pathway undertaken ten years ago, all the company's personnel remain highly committed to thinking in terms of life cycles when designing, producing and marketing the company's products and systems.

The key concepts are: the elimination of production waste, the smart use of raw materials, and the use of secondary raw materials, all while maintaining high levels of quality and performance.

Circularity, however, goes beyond the sphere of the company's own in-house production processes, and is strengthened through the creation of industrial symbioses with the other Silmar Group companies.

TACKLING THE CHALLENGES POSED BY CLIMATE CHANGE: ANALYSING THE RISKS AND ADAPTING ACCORDINGLY



The World Economic Forum has included climate change among the greatest risks that our planet will be facing in the years to come. The evaluation of the risks and opportunities associated with climate change allows us to determine the short and long-term structural, organisational and strategic measures that we believe need to be taken in order to improve our ability to adapt to the changes already under way in terms of extreme weather phenomena, as well as in terms of regulatory and market changes.

BALANCING TECHNOLOGICAL, PROFESSIONAL, AND PERSONAL DEVELOPMENT



The technological advancement of the business processes and tools requires us to pay greater attention to supporting and encouraging the development of our employees' skills and knowledge. In order to meet this challenge, we combine the development of technical skills with personal growth pathways for specific roles. This is because having an in-depth knowledge of the plants themselves provides for the optimisation of the processes.

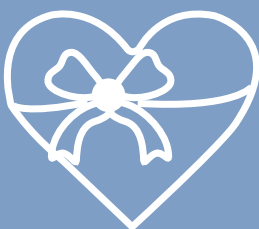
Considerable attention is also paid to external training for professionals in our sector, as well as for the new generations. The company has always been dedicated to establishing and maintaining partnerships with educational institutions. Over the years, in fact, we have developed increasingly strong synergies in order to ensure a mutual exchange of knowledge between the company and the schools themselves.

GUARANTEEING WELL-BEING AT THE COMPANY



More than ever before, the past two years have shown the importance of "feeling good", and supporting personal health from an emotional, physical, and even social perspective. Ensuring a high level of personal wellness for the company's personnel, despite the pressures of the outside world, has become a major challenge. That's why we've developed a consolidated welfare system dedicated to meeting our employees' most important needs, and periodically use satisfaction tools and surveys to verify that the services made available and the benefits provided are sufficient. We're attentive to the climate at the company, and conduct detailed analyses of our observations.

BEING PRESENT AND SUPPORTING THE LOCAL COMMUNITY

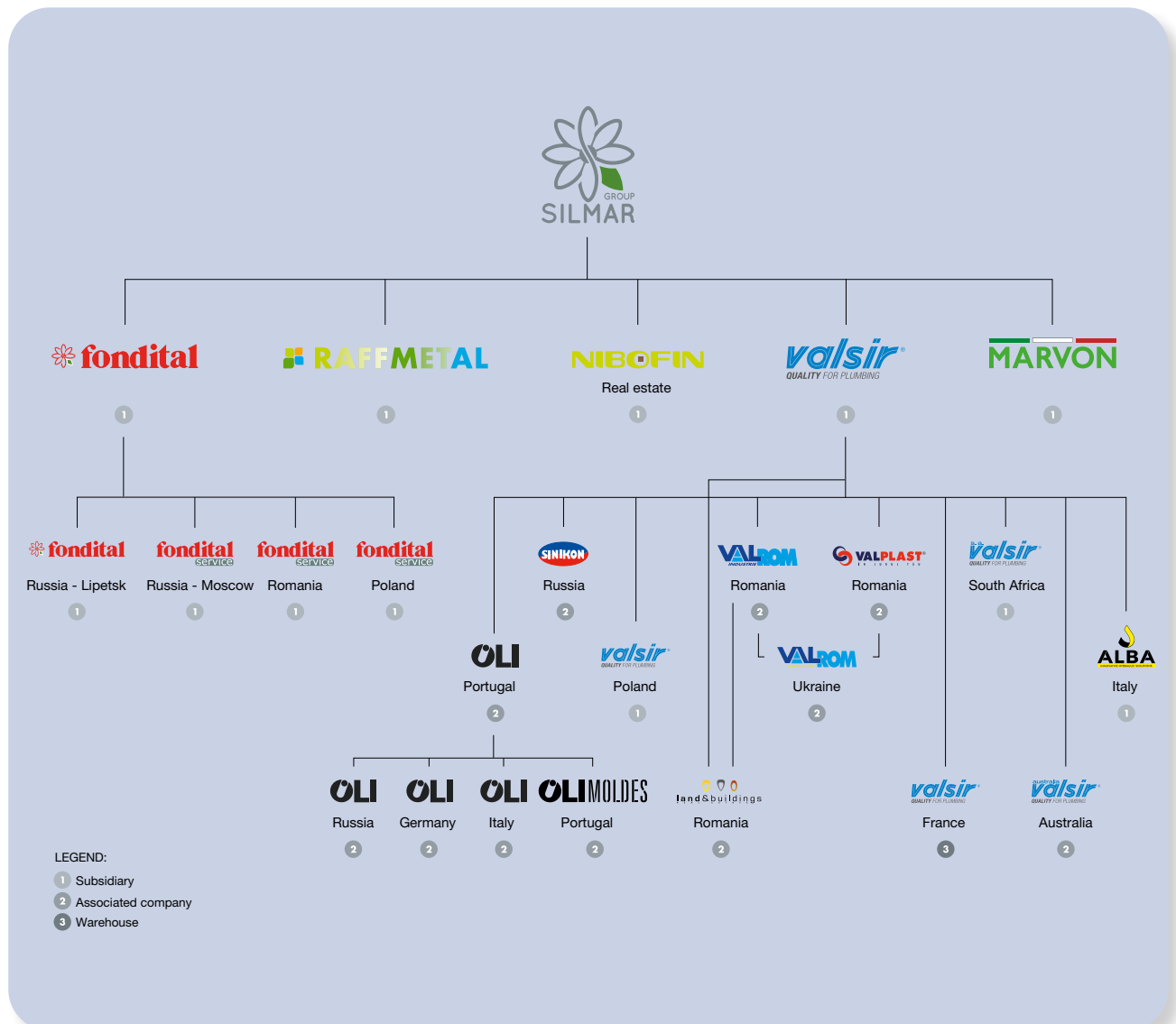


We're convinced that territorial development is made possible through synergies and collaboration between the economic, social, and public sectors. Being an active part of the territorial fabric is both a duty and a source of pride. Support for the territory takes on the form of redistributing the economic value within it, fostering the younger generations' professional development through training and donations, and reconciling the company's growth with its desire to maintain a presence within the territory that has always hosted it.

2. SILMAR GROUP, OLI AND SUSTAINABILITY

ABOUT US - SILMAR GROUP

Silmar Group was established in 1963 based on an ambitious business project by Silvestro Niboli. Today, it has grown into a group of companies with an integrated production chain and a heart and soul based 100% in Italy.





2020

TURNOVER
877,446,000 €

INVESTMENTS
57,843,000 €

EMPLOYEES
3,334

2021

TURNOVER
1,217,250,000 €

INVESTMENTS
62,973,000 €

EMPLOYEES
3,548

WHO WE ARE - OUR COMPANIES

OLI S.r.l. was established for the purpose of marketing OLI - Sistemas Sanitários products in Italy, to which a range of PP and HDPE drain pipes have been added. Thus the OLI brand was born: a solid and innovative international company, with a modern industrial structure and a competent sales and service network, that produces and markets plumbing and heating products and systems. In 2004, the company made its entrance into the field of flue pipes, expanding its range of products and services, and launching the production of the innovative OLIflex flue gas exhaust system.

OLI S.r.l. is a part of the OLI World: a leading manufacturer of external flush cisterns, built-in cisterns, and mechanisms for ceramic cisterns, which, over the years, has distinguished itself on the plumbing market for the quality design of its products. The parent company, OLI - Sistemas Sanitários S.A., established in 1954 in Aveiro under the name of Oliveira & Irmão, officially entered the plumbing and heating market in the 1980s with the inauguration of the first unit dedicated to the design and production of flushing cisterns.

The considerable growth that it underwent in the following years led it to become part of Silmar Group in 1993, with which it shares a great affinity for family values and the company tradition, among other aspects. OLI - Sistemas Sanitários S.A. produces and sells its products in more than 80 countries all over the world and the entire production process takes place in its plants.

The features that characterise the company, now and at the time, are tenacity, the search for excellence, honesty and reliability. And it is precisely these features that have allowed it to reach a position of prestige and credibility in the market. In 2019, OLI celebrated the 65th anniversary of its founding.



OLI - Sistemas Sanitários, S.A.

- **Location:** Travessa do Milão Esgueira 3800-314, Aveiro (Portugal)
- **Surface area:** 156,720 m² of which 32,579 m² indoors
- **No. of employees:** 621
- **Production:** exposed and in-wall flush cisterns, mechanisms, valves and floats for ceramic cisterns and design plates.



OLI - ITALIA

- **Location:** Piani di Mura, Casto (BS)
- **Surface area:** 17,070 m² of which 11,300 m² indoors
- **No. of employees:** 42
- **Production:** traps, plastic polymer and steel systems for smoke extraction, floor level shower systems and design plates.



Russia

OLI - RUSSIA

- **Location:** Str. Promyshlennaya 11, 108841 Troitsk, Moscow (Russia)
- **Surface area:** 2,247 m² indoors
- **No. of employees:** 44
- **Production:** Internal components for ceramic cisterns and logistic HUB.



Germany

OLI - GERMANY

- **Location:** Agria-Industrie Park, Bittelbronner Straße 42-46, 74219 Möckmül (Germany)
- **Surface area:** 1,290 m² indoors
- **No. of employees:** 5
- **Activity:** commercial-logistic facility.



Portugal

OLI MOLDES

- **Location:** Aveiro (Portugal)
- **Surface area:** 3,200 m² of which 2,400 m² indoors
- **No. of employees:** 34
- **Production:** moulds.

The 2021 OLI World figures

203,215 m²
total surface area
of which 57,606 m² covered

547
employees

84,671,733 €
turnover

6,805,248 €
investments

38
patents

103
homologations

1,900,000
flush cisterns
manufactured in one year

5,750,000
internal mechanisms for flush cisterns
manufactured in one year

Management system and certifications

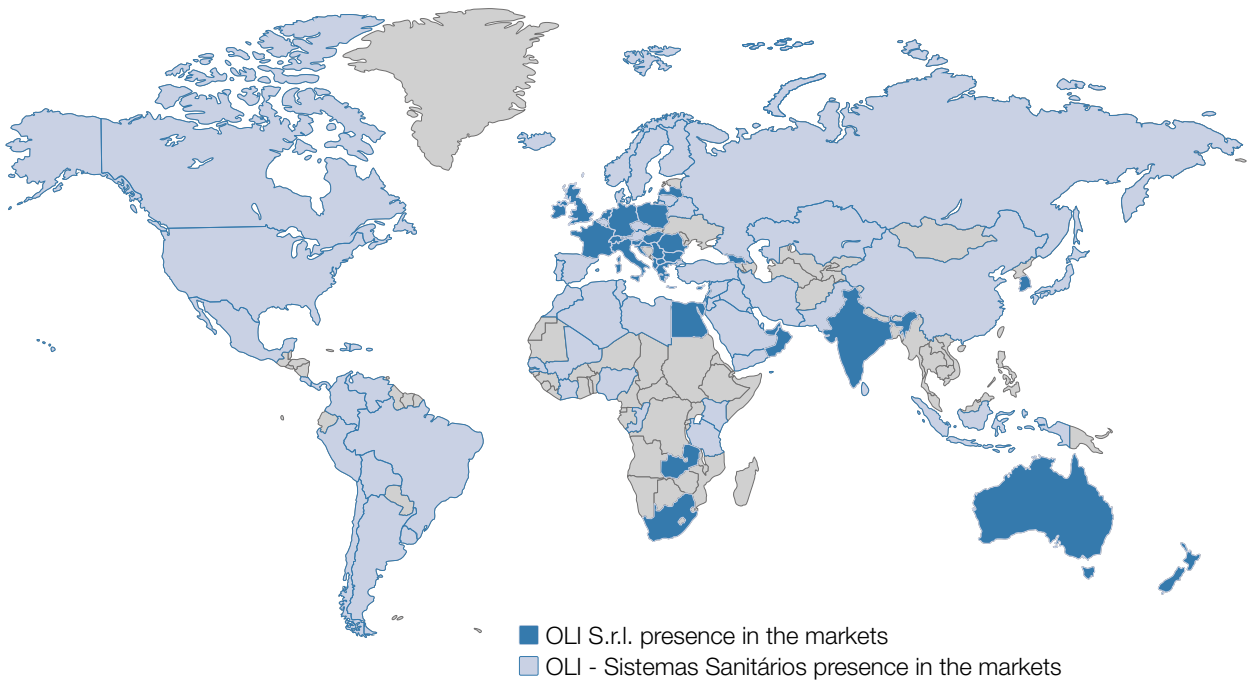
APCER ISO 9001
Quality management system
(In place since 2000)

NP 4457 (IDI)
System for managing innovation
(In place since 2010)

APCER ISO 14001
Environmental management system
(In place since 2013)

OHSAS 18001
System for managing health and work safety
(In place since 2013)

Markets served by OLI World



The Easy Move 2020 awards



IF Design Awards

The Less is More 2021 control plate awards



archiproducts
DESIGN AWARDS
—
WINNER 2021

Archiproducts Design Awards



RED Dot Award



IF Design Awards

The 2021 OLI S.r.l. Italia figures

17,070 m²
total surface area
of which 11,130 m² covered

42
employees

17,958,562 €
turnover

279,654 €
investments

13
lines product

1,750
made in the Casto plant

1,500
items produced by the parent company
and marketed by OLI S.r.l.

Management system and certifications



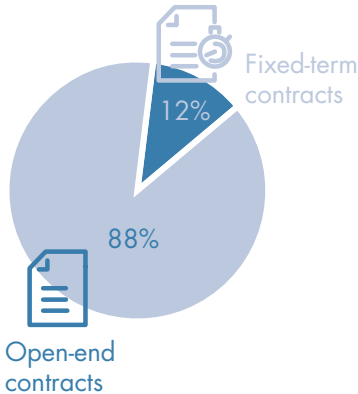
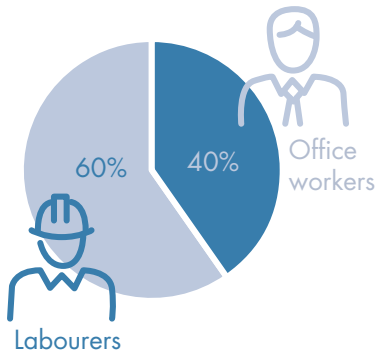
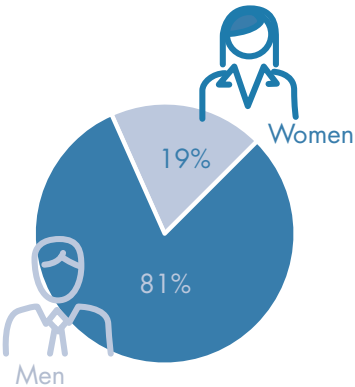
UNI EN ISO 9001:2015
Quality management system
(In place since 2007)



UNI CEI EN ISO 50001:2018
Energy management system
(In place since 2019)

OLI's Italia workforce in 2021

42 employees



MISSION

Our mission is excellence in realising quality plumbing products that are innovative and ecologically sustainable.



VALUES

Passion, work, people, reliability, innovation, dynamism, sustainability and the environment.

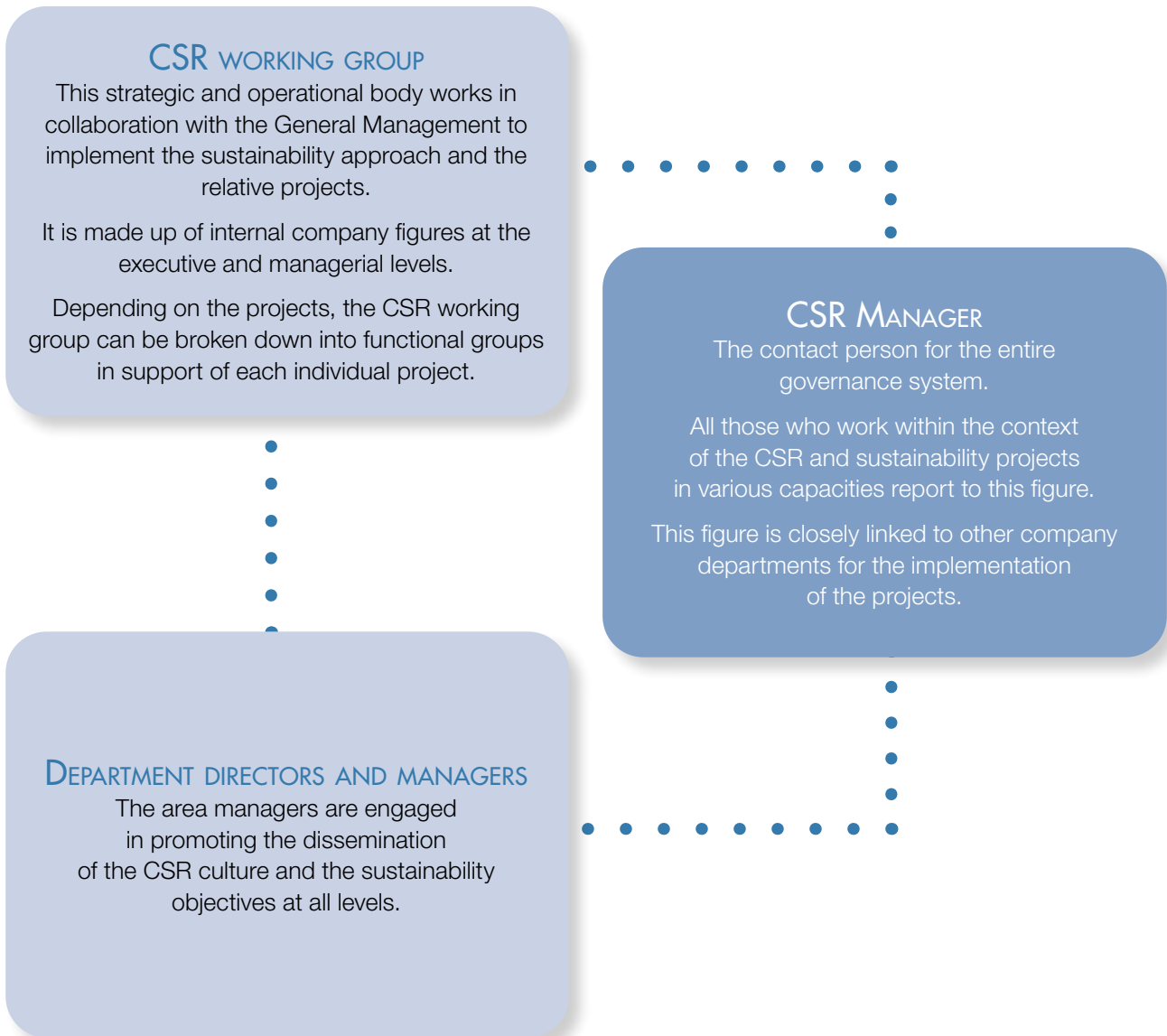
SUSTAINABILITY MANAGEMENT

Sustainability for OLI

For us, sustainability means working, reducing waste, increasing sorted waste collection, and improving energy efficiency, all with maximum respect for people and the environment, in order to safeguard our future in the most ethical and efficient manner possible, while at the same time generating profit in a sustainable manner.

We want to be seen as an example of integration between companies, people, and the local area. We also aspire to become a leader on sustainability issues, and to be recognised as a point of reference for our industry.

Corporate sustainability governance:



Materiality analysis and engagement of external stakeholders

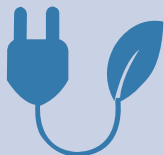
The materiality analysis is a fundamental process for validating the topics that need to be more prominently highlighted within our sustainability reporting, and upon which greater attention must be focused within our global strategy.

In fact, in this context, the term material means “relevant”: a material topic is a topic that is able to accurately convey the company’s impacts, as well as its environmental, social, and governance profile.

In preparation for this document’s publication, and in support of our development reasoning, we analysed the material topics that have been part of our journey thus far, and compared them with the developments under way in the sustainability context, and in light of the latest scientific and technical evidence. The latter allows us to have an increasingly accurate idea of the significance of the environmental and social impacts (whether positive or negative) and their interrelationships.

These arguments were the starting point for the context analysis (legislative and market development, physical and transition risks associated with the economic transition and the climate crisis) that led to the determination (together with the central working group) of the following topics, identified as potentially material.

1. ENERGY TRANSITION



Energy efficiency, renewable energy, and sustainable mobility.

2. CIRCULARITY AND DESIGN



Design for disassembly, recycling, material recovery, and sustainable design.

3. CLIMATE CHANGE MANAGEMENT



Adaptation, assessment and management of the risks and opportunities associated with climate change (transitional and physical risks and opportunities).

4. PROTECTION OF THE LOCAL ENVIRONMENT



Local emissions, water resources.



5. PROCESS SAFETY MANAGEMENT

Human/automation balance, safety, staff growth, and new technologies.



6. WORKPLACE WELLNESS

Welfare, ongoing dialogue.



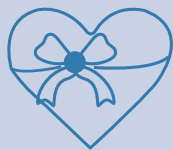
7. PEOPLE AND DEVELOPMENT

Internal and external training and professional development.



8. THE NEW GENERATIONS

In-school projects, sports projects, school/work projects, professional development activities geared towards the new generations, education activities on sustainability issues, university/company relations.



9. SUPPORT FOR THE LOCAL COMMUNITY

Redistribution of economic value throughout the local territory, generated and induced wealth, donations, non-delocalisation.



10. SUSTAINABILITY GOVERNANCE

Partnerships, internal and external communication.

The topics were subjected to a materiality analysis, which, on the one hand, entailed engagement with the company's external stakeholders and, on the other, in-depth work with the company's in-house central working group.

The external stakeholders engaged consisted of territorial representatives, customers, and suppliers.

The decision was made to establish a small panel of stakeholders, and to engage with them through a semi-structured questionnaire, which, on the one hand, asked them to evaluate the individual topics, and, on the other, asked for their specific qualitative opinions on development issues of relevance for the company.

The results are provided below.

TERRITORIAL REPRESENTATIVES - ASSOCIATIONS, TRADE UNIONS, SCHOOLS



Goals

- Validation and evaluation of the material topics.
- Determination of the schools' needs that the companies are able to meet.

Results

- In terms of the materiality assessment, the topics that received the highest scores were the following: the new generations, support for the local community, and environmental and territorial protection.
- The topics cited as important development needs in the school environment included the following: circularity, advanced technologies, climate and environmental protection, health and wellness at the workplace, business sustainability.

CUSTOMERS



Goals

- Validation and evaluation of the material topics.
- Determination of the importance attributed to secondary raw materials and to sustainability criteria and certifications when making purchasing decisions.

Results

- In terms of the materiality assessment, the topics that received the highest scores were the following: protection of the local environment, circularity, and energy transition.
- 50% of the customers who responded indicated that, over the next two years, whether a supplier offers products made from recycled and recovered secondary material would be a very important, if not essential, factor.
- One customer feels that OLI is not the cheapest supplier in its field, and will therefore be seen as a market leader, and expects that it will serve as an example for others to follow. Another customer also mentions the fact that the obligation to only use recovered raw material may be imposed in the future.
- In 48% of the answers collected, the customers saw sustainability certification as very relevant to their purchase decision. The certifications mentioned are the following: BREEAM, LEED, Watermark, WELS, life cycle analysis, ISO 9001, ISO 140001, CAM certifications, IMQ ECO certification, MADE GREEN in Italy certifications, recyclability certificates, and environmental and process certifications.
- In general, the importance of the topic was spontaneously indicated, and the engagement and discussion initiative on these topics was greatly appreciated.

SUPPLIERS



Goals

- Validation and evaluation of the material topics.
- Determination of the key topics in the customer/supplier relationship and the industry's efforts in terms of sustainability.

Results

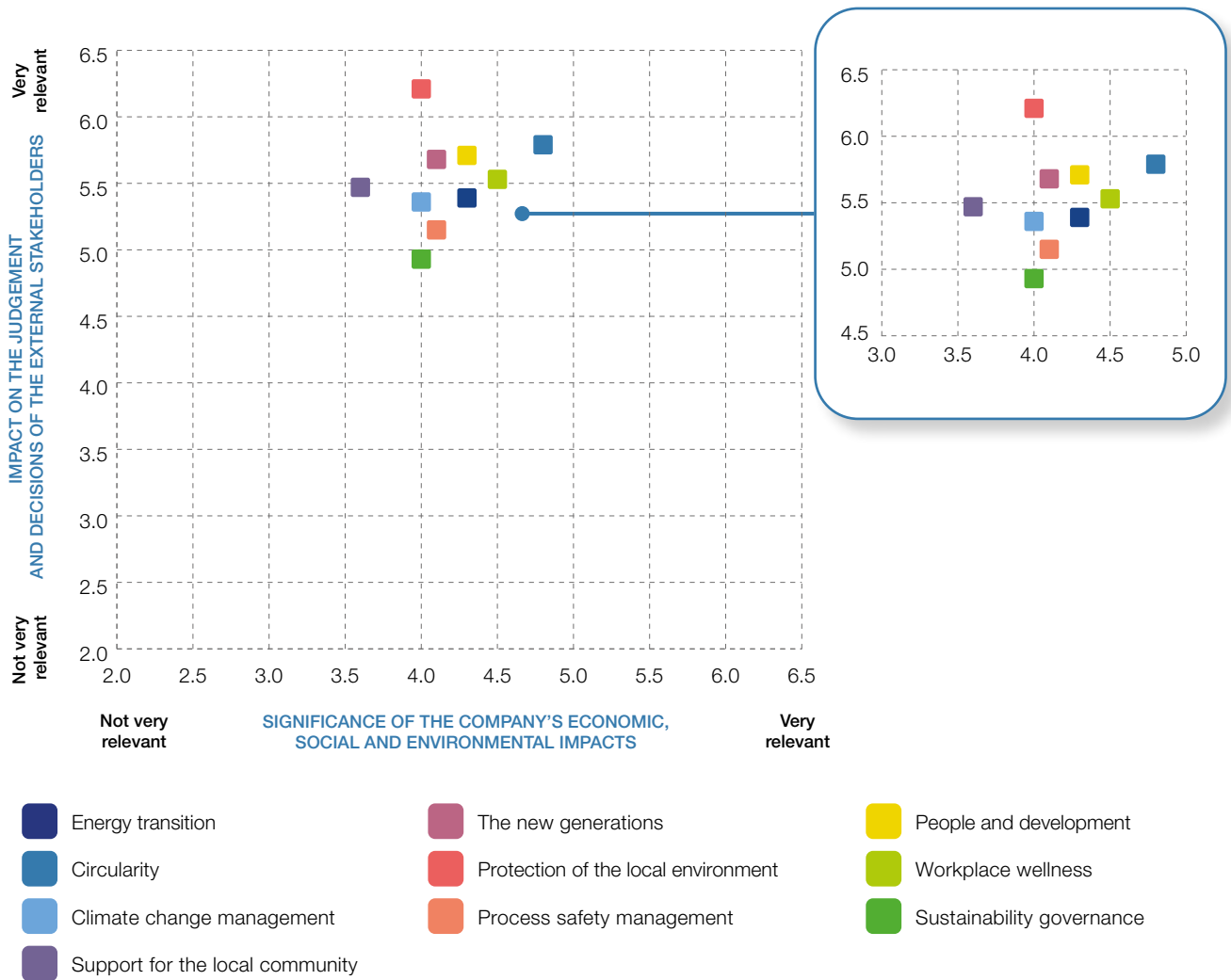
- In terms of the materiality assessment, the topics that received the highest scores were the following: people and development, circularity, and the new generations.
- The issues cited as relevant in the customer-supplier relationship included collaboration (to be understood as partnership), sustainability governance and process change management, ethical business conduct, reduction of emissions, training and development, energy efficiency, respect for employees and protection of human rights, workplace health and safety, human capital management, research and development (sustainable transport policies), service quality, careful waste management, and IT security (data protection and security).
- In general, all the suppliers interviewed had implemented sustainability initiatives and acknowledged their strategic importance. In particular initiatives for energy efficiency and CO₂ reduction, the protection of the territory and support for local communities, and investments in human capital were mentioned, even with a focus on social inclusion.

The company's in-house central working group, on the other hand, focused on analysing the severity of the impacts associated with the identified topics.

To do so, each topic was subjected to an evaluation based on three factors:

- **Significance:** the scale and probability of actual or potential effects that the company's activities and value chains could have upon people and the environment.
- **Urgency:** in terms of public social or environmental policy objectives and global boundaries.
- **Risks and opportunities for the company:** what happens if we do nothing in this area? What strategic development possibilities does this topic offer us (in terms of market opportunities, cost reduction, new products, positioning, etc.)?

The cross-referencing of the results collected from the external stakeholders and the internal assessment resulted in the following materiality matrix.



The material topics are discussed to varying degrees within the financial statements based on the relevance attributed. The vision, the management approach, the key performance indicators, the processes and projects carried out during the past two years, and the objectives for the next two years, are expressed for each individual topic. The topic of sustainability governance is explored in the first few pages of this report, where we outline the context in which our sustainability commitment has taken shape.

Methodological note

This report has been prepared and drafted in accordance with the GRI Standards: Core Option of the Global Reporting Initiative (GRI).

The information and data refer to the company OLI S.r.l., based in Piani di Mura (BS) Italy, for the period from 1 January 2020 to 31 December 2021, unless otherwise indicated. The corporate perimeter is established by OLI S.r.l.

The document, which is prepared on a biannual basis, represents the fourth edition of the company's Sustainability Report.

3. ENERGY TRANSITION

RELATED TARGET SDGs



REF. 7.1 - 7.2 - 7.3



REF. 13.3

VISION

Our goal is to ensure continuous improvement in terms of the **energy performance** of the company's facility and its production activities, and consequently to reduce their greenhouse gas emissions. To this end, we also encourage the use of energy from **renewable sources**.

We want to make the commute to and from the workplace more sustainable for our employees by reducing the number of vehicles on the road, decreasing atmospheric emissions, and promoting socialisation. We also want to support the transition to electric mobility by providing services for its dissemination.

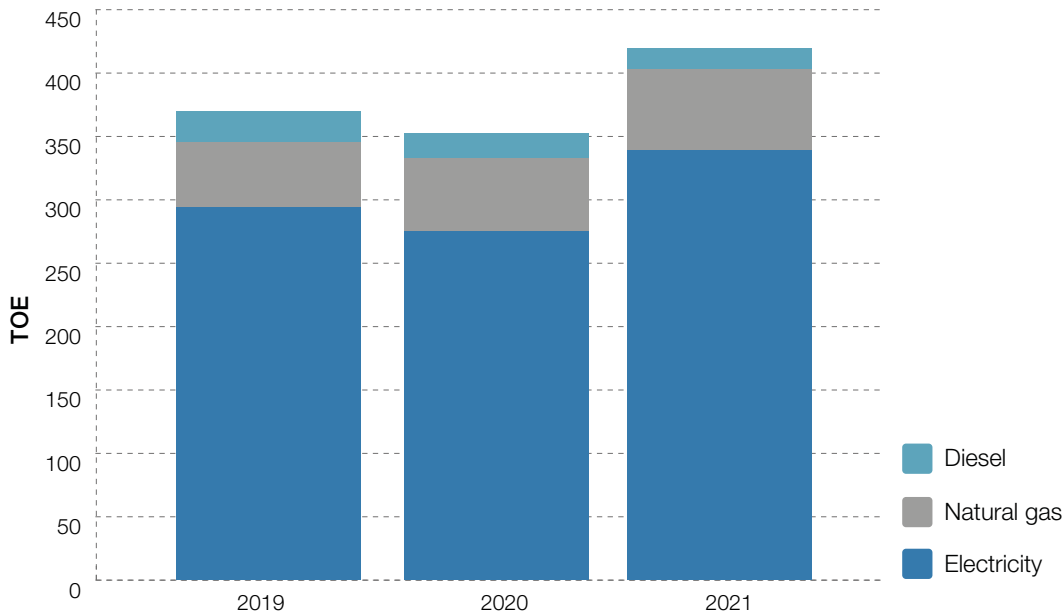
MANAGEMENT APPROACH

- ISO 50001 management system to help guide continuous process improvement.
- Constant expansion of the monitoring system in order to determine how to effectively intervene for the purposes of energy savings, maintenance, and plant innovation.
- Expansion of the production and consumption of renewable energy generated in-house, in order to contribute to the energy transition and increase our independence and resilience.
- Evaluation of purchases in terms of Life Cycle Costing, in order to allow for decisions that go beyond the sale price and also take into account the products' costs throughout the entire life cycles.
- Management of corporate mobility via a carpooling platform, which is supported and expanded through a system of incentives aimed at stimulating the employees' participation.

REPORTING

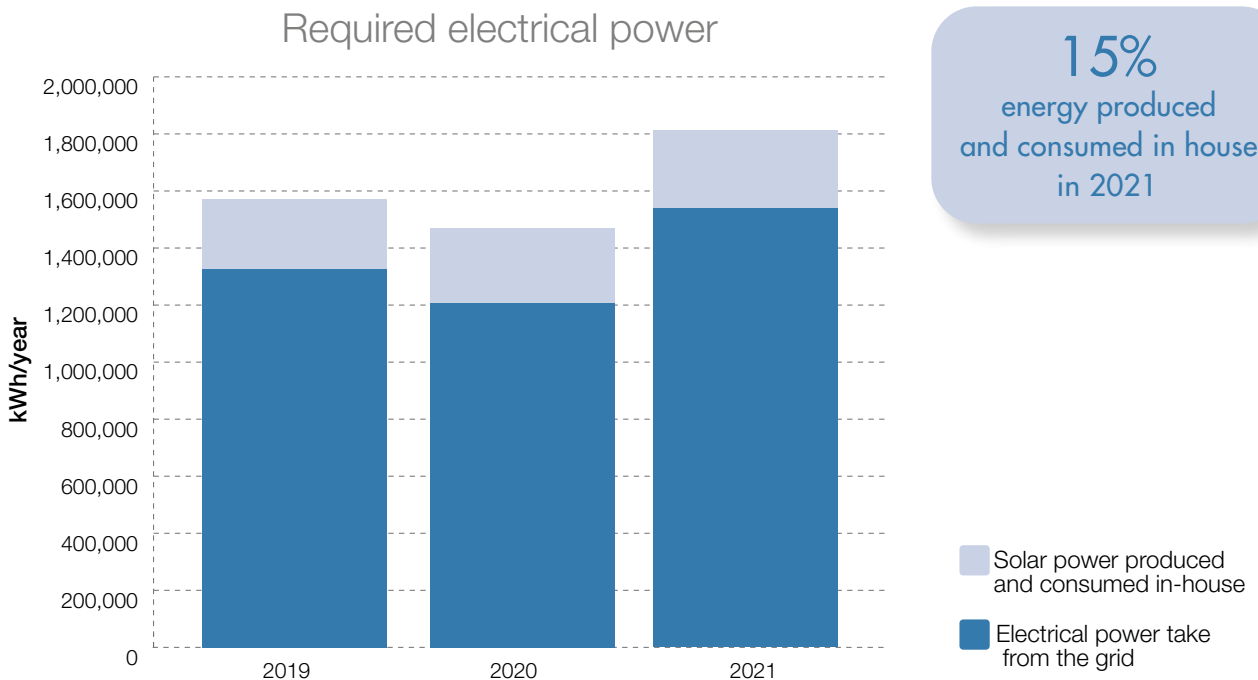
Energy requirements

The following graph shows the trend in OLI's total annual requirements, broken down by source and expressed in TOE (Tonnes of Oil Equivalent). The energy vectors utilised are the following: electricity taken from the grid and from in-house solar power generation, natural gas, and diesel fuel for motor vehicles.



Solar

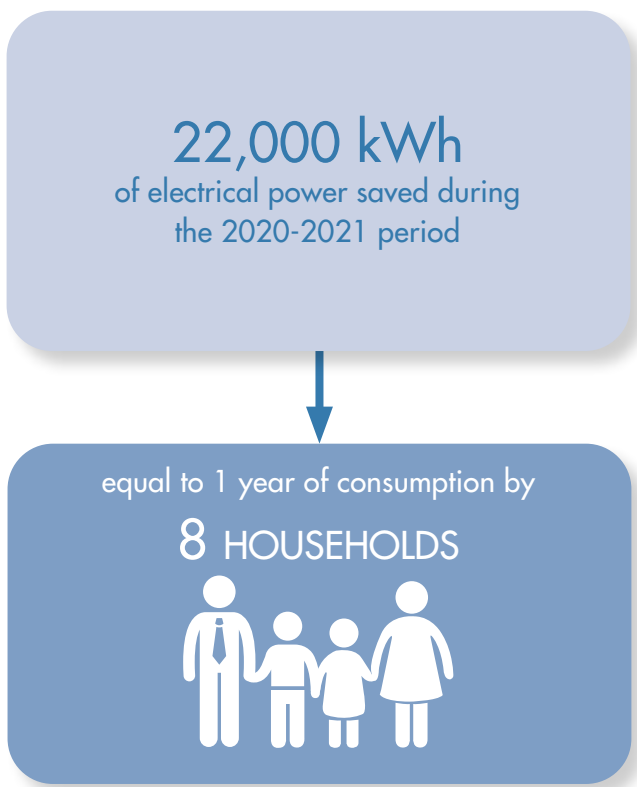
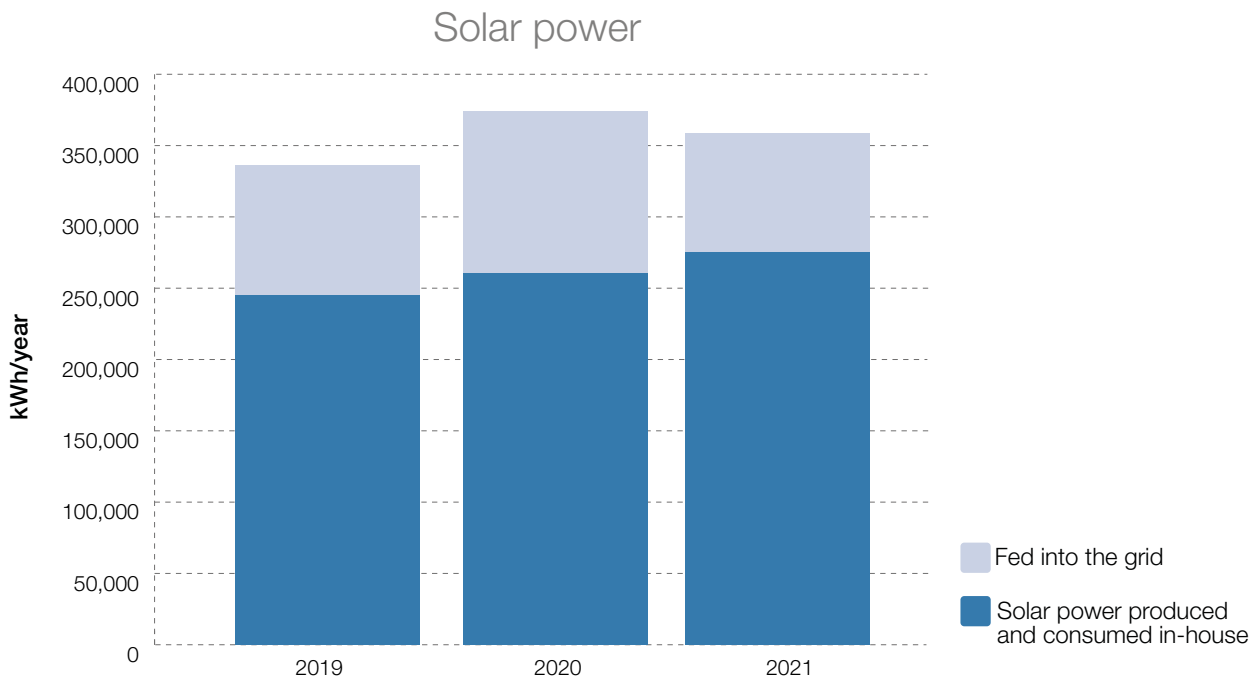
The graph shows the percentage produced by the solar power system and consumed in-house with respect to OLI's total electricity needs, which, due to the increase in demand compared to 2020, was equal to 15% in 2021.



15%
energy produced
and consumed in house
in 2021

The following graph, on the other hand, shows the total amount of energy produced by the system, broken down into the percentage intended for in-house consumption, as opposed to that fed into the grid.

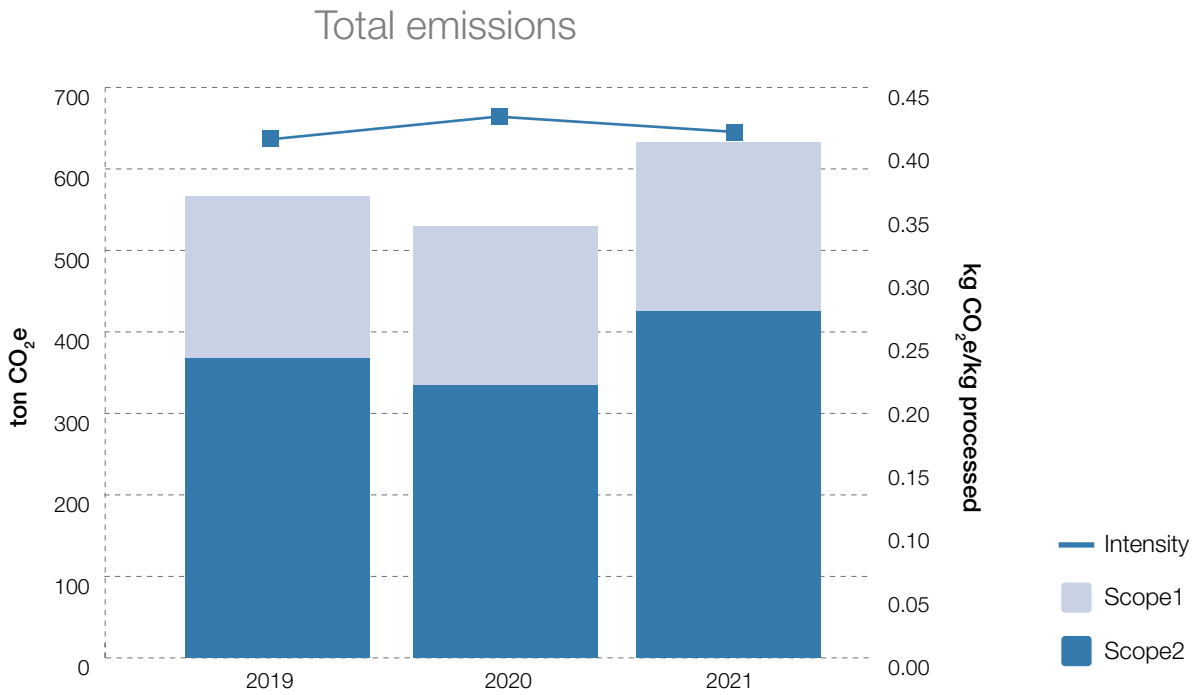
In 2021, the percentage of in-house consumption was equal to 77% of the total produced.



Greenhouse gas emissions

The graph shows the trends of the company's direct emissions (scope1), due to electrical power taken from the grid, and indirect emissions (scope2), due to the consumption of natural gas for heating and hot water production, and diesel fuel used for transport.

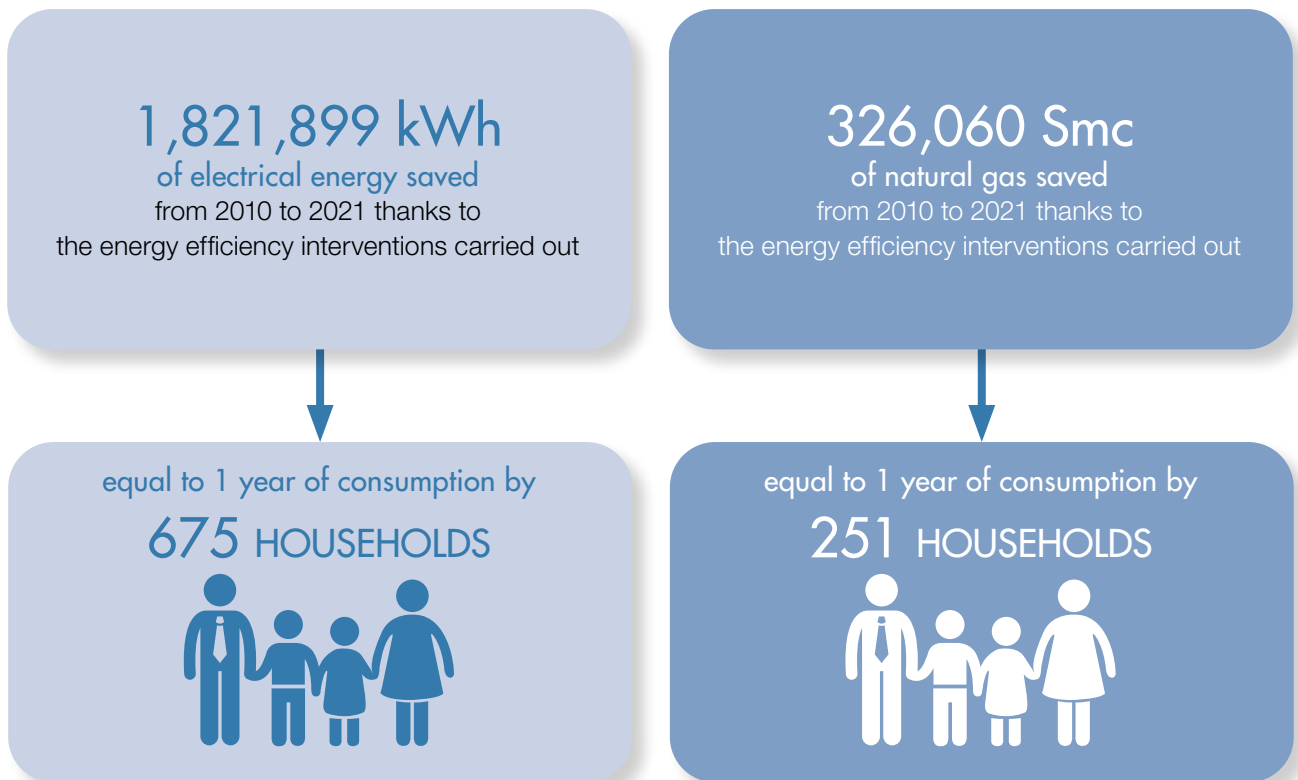
The sum of the scope1 and scope2 emissions is evaluated in relation to the amount of raw material processed through the emission intensity index (kgCO₂e/kg processed).



1,159 tonnes
of CO₂e not emitted from 2010 to 2021
thanks to energy efficiency interventions and the production of solar power

Process efficiency

- We have installed a new electric press, which has allowed us to reduce our specific consumption rate (kWh/kg) by 36%, even with the same number of moulds assembled.
- We established a unified log of compressed air leaks, and laid out specific procedures for intercepting, quantifying, and repairing the air leaks identified. In fact, the production of compressed air remains one of the most energy-intensive activities that a manufacturing company can face, and working on these aspects is therefore fundamental for further improving our energy performance, and reducing our consumption values and energy costs.
- For all new interventions that modify the procedures or the corporate energy structure, specific indicators are established, which are capable of measuring and verifying the actual improvement in performance following the energy efficiency intervention.



Energy production

During the two-year period just ended, in keeping with the goal we had set for ourselves with regard to the evaluation of the possibility of installing a solar thermal system for the production of hot water and for space heating, we conducted an in-depth analysis, taking the environmental sustainability aspects and economic factors into consideration. In the end we determined that, as designed, the system wouldn't provide for a return on the investment within a sustainable time frame, thus rendering the project not economically viable for the time being.

With regard to the evaluation of the possibility of installing a natural gas fired trigeneration plant, which would allow the company to simultaneously produce electricity, heat in the form of hot water, and chilled water, an analysis was carried out, which, at the end of 2021, determined that the plant described below is the one which best meets the company's actual energy needs.

The 200 kWe and 263 kWt plant would be capable of meeting over 50% of the company's needs in terms of electricity, heating and cooling energy.

Unfortunately, at the time of this document's publication the increases in electricity and natural gas prices caused by the delicate global geopolitical situation have made it necessary to evaluate this type of investment even more carefully. The company has therefore decided to put this investment on hold for the time being, until the situation is more clear and stable.

In the meantime, we will evaluate the possibility of increasing the percentage of renewable energy produced by revamping of the current 399 kWp solar power system on the roof of the facility, replacing the 240 Wp panels mounted in 2010 with units that have a higher yield.

Plant energy maintenance

In keeping with the principle of continuous improvement inherent in its ISO 50001 management system, an initiative was launched within several departments, with the aim of identifying a series of maintenance variables that affect energy consumption.

One of the goals was to work on the maintenance of the plants, with a particular focus on the energy aspects: in order to do this, we have identified several factors that need to be monitored, and can have direct effects on energy consumption.

For example, the verification of the cleanliness of the air, water, and oil filters, which, if clogged, can increase the electrical consumption of the motors connected to the fans, blowers, compressors, and hydraulic and oil-pressure pumps.



Performing checks during maintenance activities allows us to improve the level of energy performance while reducing energy consumption in the department.

Monitoring

The data monitoring and management plan has always been constantly evolving and expanding wherever deemed necessary, as data management and analysis are essential for measuring and verifying improvements in energy efficiency. New meters were installed on the new extraction system and on the new production plants.

Another goal that we set for ourselves was to create a measurement and verification system (shared with the General Management) that would allow us to monitor all the energy efficiency improvement interventions, and to generate a report highlighting the results obtained from an energy, environmental, and economic perspective.

Thanks to this system, we are able to monitor and verify all the results obtained year after year, starting from when the company actively began investing in energy efficiency measures, and to **fully understand the improvement that each intervention brought about compared to the expected results**. This monitoring system has been complemented with the creation of a report for recording the specific data of each of the company's energy production plants (solar).



Efficiency through training

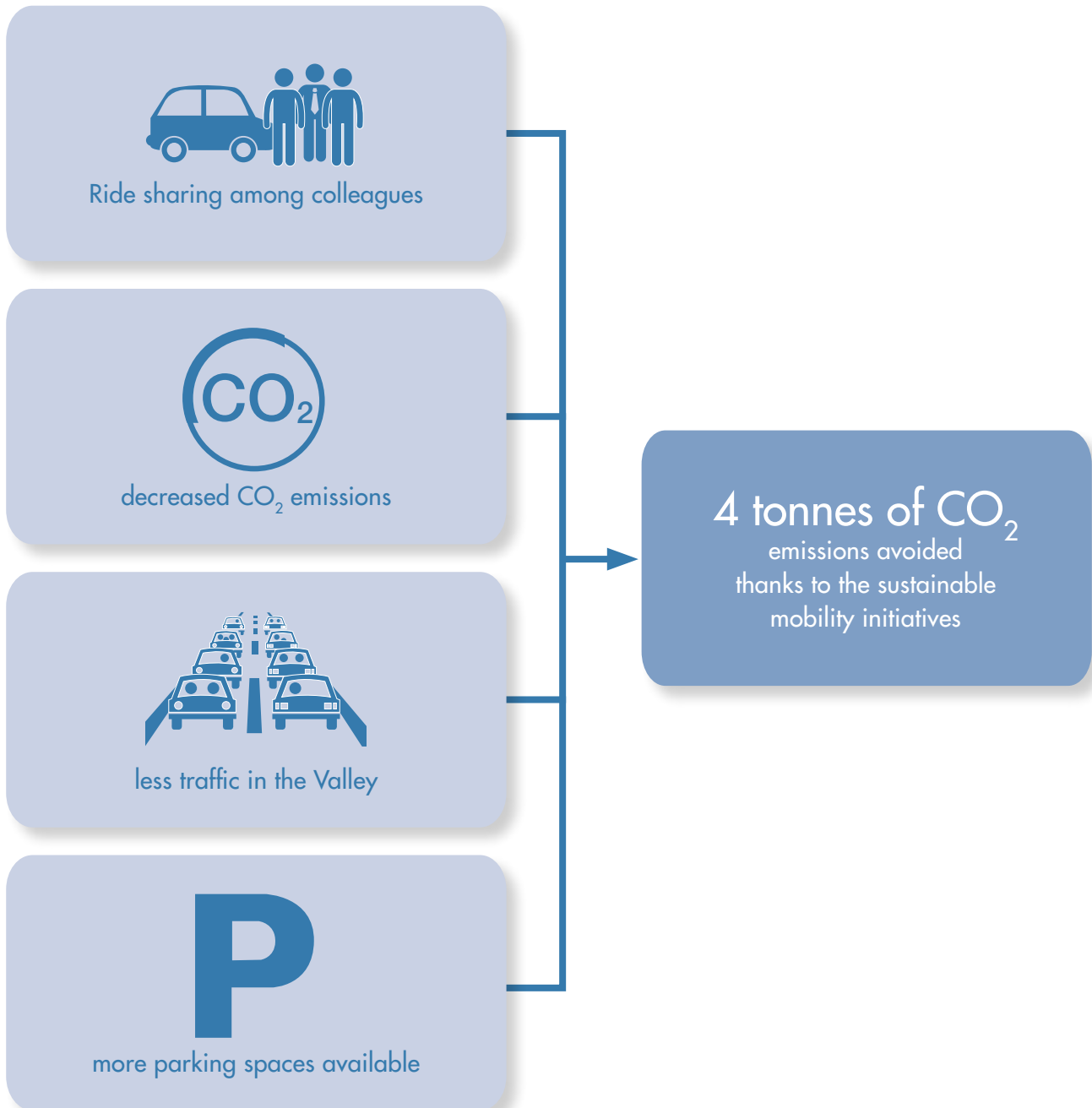
One important aspect of our sustainability strategy is co-responsibility. This can only be achieved through engagement and training courses specifically designed around our material topics. In 2021, an energy management questionnaire was sent out to all the employees, with the aim of determining their average level of knowledge and awareness of the significant energy uses and the most relevant issues concerning the reasonable use of energy and natural resources.

This survey was important for determining which information and concepts were already being governed, and which, on the other hand, could benefit from in-depth courses aimed at providing the tools necessary to seize upon new opportunities for improving energy efficiency. The results and observations were presented to everyone, and became the basis for creating **training courses on the topic of the energy transition to be disseminated throughout the company**.

Sustainable mobility

As an evolution of the “**Sustainable Mobility Week**” initiative, which began in 2018 and engaged 170 employees over 2 years’ time, a sustainable mobility service was launched within the company to manage carpooling among OLI, Valsir, Marvon and Alba employees.

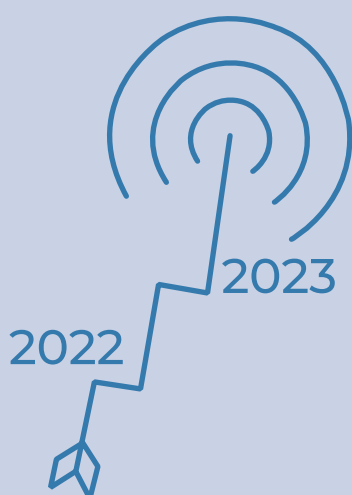
The company also established an incentive plan aimed at increasing participation in the service, with the following goals:



The system was unfortunately suspended in March of 2020 due to the pandemic, but during the short time for which it remained active many employees participated, resulting in multiple positive effects. From an environmental standpoint, **4 tonnes of atmospheric CO₂ emissions were avoided**. From a logistical standpoint, on the other hand, the number of cars on the road has been reduced. Not to mention, of course, the economic and social benefits for all the participants. The service will be reactivated as soon as the pandemic subsides.

In order to render the sustainable mobility activities more organic and structured, a Mobility Manager figure was appointed, who is jointly responsible for Oli, Valsir, Marvon and Alba.

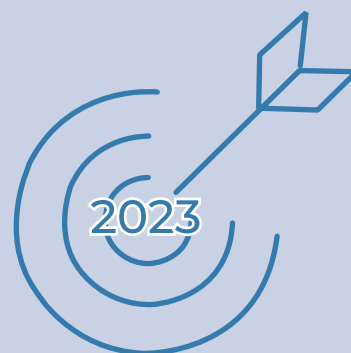
PROJECTS FOR THE NEXT TWO YEARS



- Employee training days broken down by department on the topics that they have indicated they would like to learn more about:
 - The ecological transition.
 - Energy efficiency.
 - Solar.
 - Cogeneration and trigeneration plants.
 - High efficiency motors.
 - Compressed air.
 - Lighting.
 - Methods of measuring and verifying energy improvement.
- Evaluation of the possibility of installing a new screw compressor with inverter capable of meeting the increased need for compressed air due to the installation of new production and auxiliary systems, while at the same time improving the compressor room's energy performance.
- Installation of high efficiency IE3 or IE4 class motors on the pumping units for the cooling systems (freecooler).
- Installation of new electric presses instead of hydraulic presses.
- Increased awareness of the energy consumption of the moulds mounted on the different types of presses.
- Evaluation of the possibility of revamping the current solar power system installed on the roof by replacing the current 240 Wp panels with units that guarantee twice the yield.

GOALS FOR 2023

- 10% decrease in the compressor room's specific consumption with respect to 2021.
- 5% decrease in specific electricity consumption for process water cooling (freecooling) with respect to 2021.
- 2% decrease in the moulding department's specific consumption (kWh/kg) with respect to 2021.
- Increase of the percentage of renewable energy produced and consumed in-house to 20% (as opposed to 15% in 2021).
- Extension of the plant energy maintenance process to all the departments.
- Integration of the ISO 50001 certified Energy Management System (EMS) procedures with those of the associated companies Valsir and Marvon.



4. CIRCULARITY AND DESIGN

RELATED TARGET SDGs



REF. 7.3



REF. 9.4 - 9.5



REF. 12.2 - 12.5

VISION

We want to serve as a market reference point on design and sustainability.

Streamlining the use of resources throughout every phase, from production to use by the end user, requires excellent design processes. In order to support this vision, we constantly collaborate with our Portuguese parent company, consolidating our relationship and exchanging knowledge on a daily basis, thus resulting in a synergy that's fundamental to the development of our products and commercial strategies.

MANAGEMENT APPROACH

- Mutual periodic visits between the parent company in Portugal and OLI S.r.l.'s Italian offices. Members of the management and those involved in product research and development typically take part in these visits. The intent is to promote joint development by offering all parties the opportunity to mutually benefit from each others' knowledge and experience.
- We're aware that the design phase is fundamental to the development and manufacture of excellent products, and have therefore entered into partnerships with several designers, architects, and universities dedicated to the design and development of products, with a particular focus on circularity.
- Production of packaging and similar items made with regenerated materials for third parties in order to help raise customer awareness of the issue of circularity.
- Reuse of the waste materials resulting from the moulding process by reintroducing them directly into the production cycle, in order to make the most of the raw material utilised.
- Intra-group industrial symbiosis (in terms of process, design, waste recovery) aimed at promoting interaction between our various plants in order to maximise the reuse of resources normally considered waste.

REPORTING

Co-design of the standard valve for all the flush cisterns together with the parent company

OLI World is a leading manufacturer of mechanisms for ceramic flush cisterns, external cisterns, and built-in cisterns. The standardisation of the flush cisterns' components was a strategic goal for the optimisation and simplification of the production processes, resulting in considerable savings. It also had the direct and targeted effect of decreasing warehouse stock, thus facilitating the retrieval of the parts, and decreasing the warehousing operations.



682 HOURS
of co-design
in 2021

Packaging

The packaging is necessary to protect and transport the product; however, only that which is strictly necessary should be utilised. OLI has sought to eliminate the use of multi-packaging, maintaining exclusively single packaging.

At the same time, since each transport operation must be fully exploited in order to reduce the CO₂ emissions associated with it, OLI has carried out a project aimed at standardising its products' palletisation.

The project helped increase the number of pallets that could be loaded onto the trucks.

OLI ONE - UNIC

The universal floats, which have been specifically designed to unify various codes within a single product, significantly reduce the number of product codes present within the customer's warehouse, and can be used with 3 different types of installations: built-in cisterns, external cisterns, and ceramic cisterns.

Another advantage is the delayed filling, which effectively saves 0.5 litres of water with each flush.

The floats are all made with various plastic materials in order to prevent lime scale from building up on their sliding surfaces, thus ensuring smooth operation, even in the presence of very hard water.



Hygea

We've developed a new system consisting of five elements: the sanitary fixture, the fastening plate, the electronic bidet, the lid that contains it, and the seat.

The Hygea system is one of the most functional and hygienic smart toilets available on the market. This simple yet revolutionary product is designed with particular attention being paid to its environmental impact, helps save 0.5 litres of water with each flush when used in combination with OLI flushing cisterns, and is extremely hygienic and "space saving" thanks to its combined toilet/bidet functionality.



The evolution of the OLIflex system

OLIflex flue systems are designed to reduce the number of elements and quantities of raw materials utilised during the installation phase, such as unnecessary additional fittings.

OLIflex PPs by OLI is currently undergoing another development phase. The new system consists of rigid and flexible elements, made from a self-extinguishing plastic polymer called “PPs”, which can be easily integrated with one another.

The new system, called Totalflex, is now available alongside the extruded corrugated pipe with a standard 50 cm cross-section and male/female connections.

The corrugated pipe is completely flexible: in fact, the installer can cut it based on their specific needs, and can easily join different sections thanks to a single element/sleeve. This allows the multi-function nature of the sleeve to be exploited, thus reducing the number of components that would otherwise be needed to create the system.



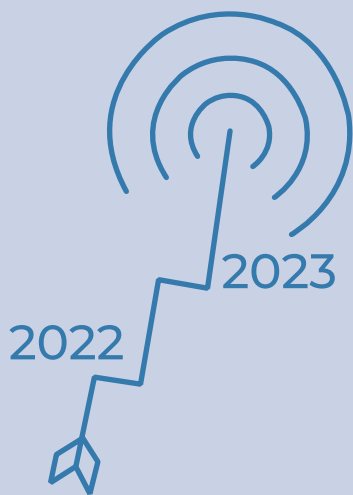
Less is More

The Less is More flush plate was developed by examining the history of this item, and applying modern innovations to launch it into the future. Made from stainless steel, and designed with an eclectic and functional feel, the Less is More was developed by architect Alessio Pinto, who draws inspiration from the history of these mechanisms, and in this case was inspired by the iconic “Less is More” principle by Ludwig Mies Van Der Rohe.

As the natural protagonist of every bathroom environment, whether vintage or contemporary, the Less is More flush plate conveys an immediate message with its simple and intuitive shape. The “more water” and “less water” wording is quick and easy to understand.

Having already been awarded the Red Dot Design Award, the IF Design Award, and the Archiproducts Design Award, this designer fixture is available in four finishes: matt black stainless steel, matt white stainless steel, brushed stainless steel, and polished stainless steel.



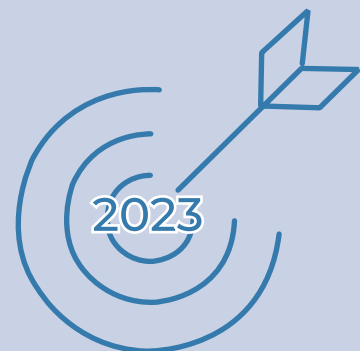


PROJECTS FOR THE NEXT TWO YEARS

- Continuous collaboration with the parent company on the development of new projects.

GOALS FOR 2023

- Optimisation of product lines and introduction of new product lines developed with a focus on circularity.
- Development of a design checklist.



5. PROTECTION OF THE LOCAL ENVIRONMENT

RELATED TARGET SDGs



REF. 6.3 - 6.4



REF. 9.4 - 9.5



REF. 12.4 - 12.5



REF. 15.1

VISION

The local territory is our home, and, as such, it is extremely important to us.

In order to protect every aspect of it, we must first gain a better understanding of the extent of our atmospheric emissions, in order to take further containment and reduction measures.

We aim to minimise the waste elements of our production activities, and to maintain the high percentages of packaging recycling that we have achieved.

MANAGEMENT APPROACH

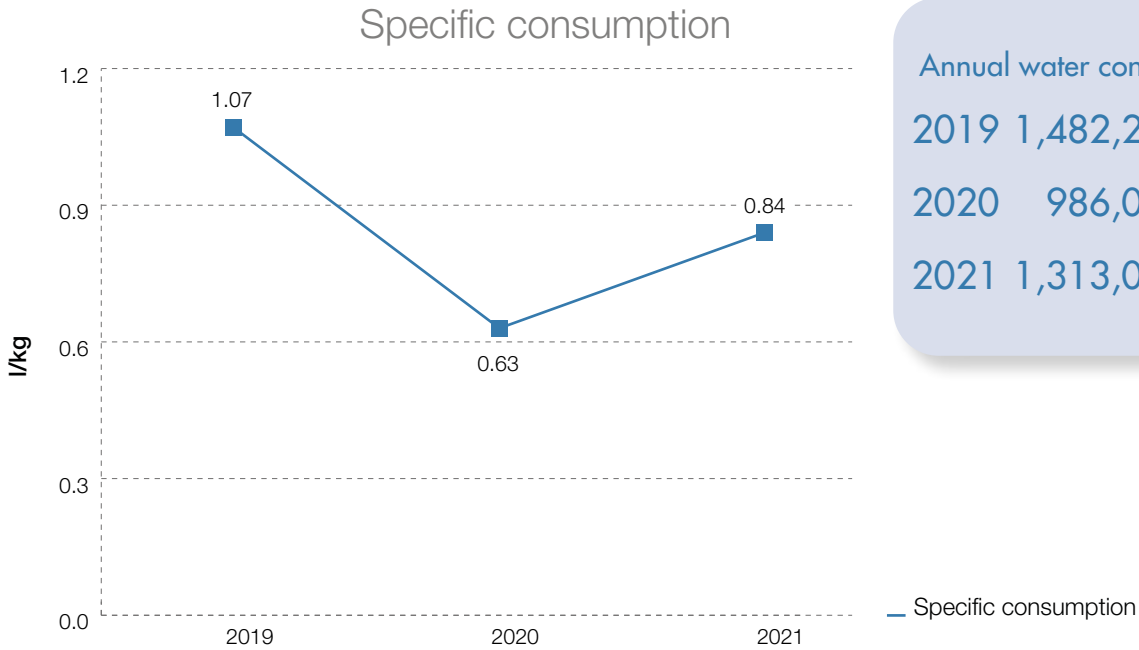
- Encouragement of collaboration between different departments and figures during the systems' design phase in order to determine the need for the conveyance and possible abatement of the atmospheric emissions, in order to establish a proactive approach, rather than a reactive and corrective one. The layout is not only determined by the production needs, but also by the goals of protecting human health and the environment.
- Adoption of systems for intercepting, measuring, and eliminating emissions in order to better protect the health of the personnel within the departments and the environment outside the facilities.
- Creation and dissemination of clear and accurate instructions regarding the sorting and recycling of waste materials, in order to raise awareness among the operators and maximise the efficiency and effectiveness of the sorted waste collection procedures.

REPORTING

Annual water consumption

The cooling water is managed with a closed circuit. The water taken from the mains is used for the toilets and changing rooms, and a small amount is used to replenish the cooling circuit.

The annual water consumption data is provided below, along with the graph correlating the water consumption to the raw material processed.



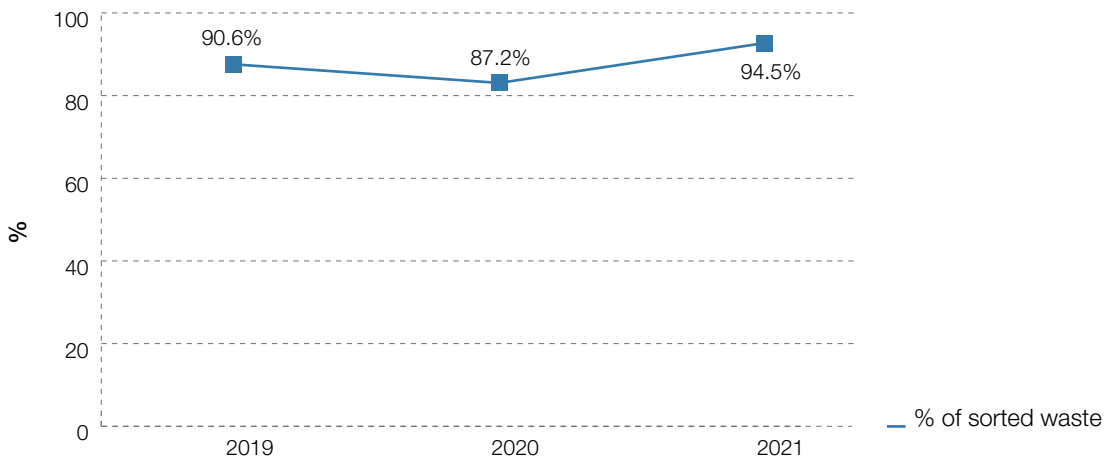
Conveyance of emissions

The first step to protecting the air against pollution is to keep all the atmospheric emissions generated by our company in check.

That's why, during the past two years, we've taken steps to achieve 100% conveyed emissions, in order to be able to constantly monitor the quality of the air emitted into the atmosphere.

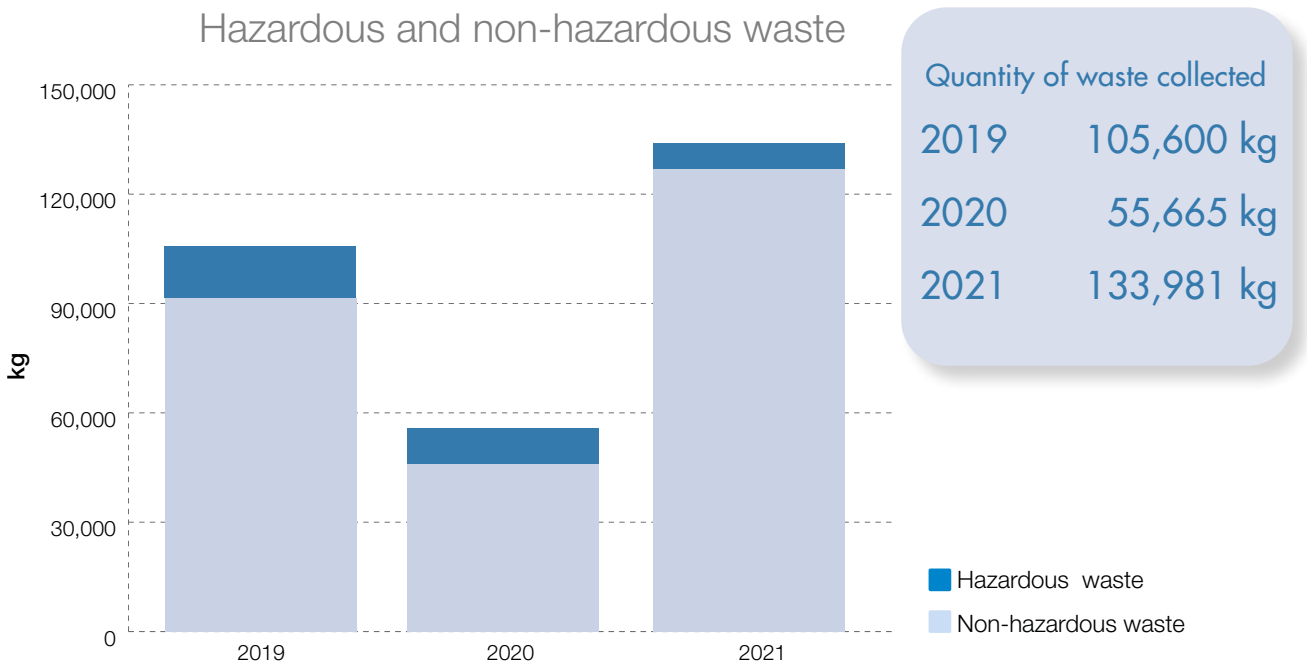
Waste management

The following graph shows the sorted waste collection percentages for the packaging waste. The values show an improvement trend, and are the result of the staff's considerable awareness of this issue.



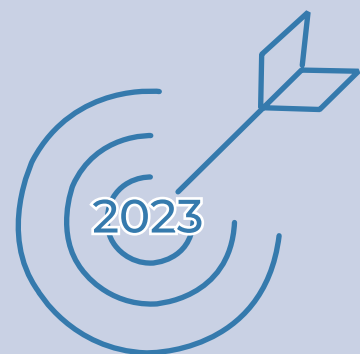
In addition to maintaining all the measures introduced over the years for waste reduction and management, the company has also introduced a container equipped with compressed air to improve its management of paper waste storage.

The following graph shows the total waste produced, broken down by hazardous and non-hazardous waste.



GOALS FOR 2023

- To everybody's great satisfaction, the ambitious goals that we set for the past two years have been achieved. This has led us to propose ourselves the goal of maintaining and consolidating the results achieved for the next two years.
- Creation of a procedure for categorising the plastic materials, in order to determine which fractions can be regenerated, and which must be disposed of, in order to minimise the raw material that can no longer be used, and optimise the recovery of any materials of value.



6. ADAPTATION TO CLIMATE CHANGE

RELATED TARGET SDGs



REF. 7.1 - 7.2 - 7.3



REF. 13.1 - 13.3

VISION

Climate change is part of our daily lives, and we want to play an active role in this major global challenge.

In addition to taking every possible measures to mitigate its effect, we also intend to draw up short and long-term adaptation strategies in order to be prepared to tackle the challenges and seize upon the opportunities posed by climate change.

MANAGEMENT APPROACH

- In-house instruction and training to raise awareness of the physical and transitional risks associated with climate change, as well as the business development opportunities generated by the topic.
- Regular analysis of the risks and opportunities, in order to identify and monitor any risks and opportunities to be seized upon.
- Preparation of an action plan for managing the risks and opportunities arising from the analysis, monitoring of the implementation and the actual benefits resulting from our adaptation strategy based on the set goals.

REPORTING

Assessment of the risks and opportunities posed by climate change

The World Economic Forum has included climate change among the greatest risks that our planet will be facing in the years to come.

Our company considers it essential to take this risk into consideration, and to work towards the establishment of a climate mitigation and adaptation strategy.

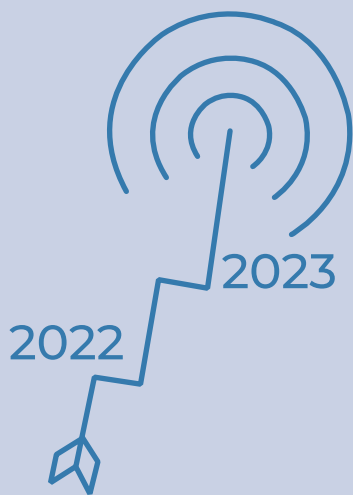
In order to establish this strategy, it is important to study how the climate could evolve in the coming years, in order to understand its possible effects on our business activities and our value creation chain, both upstream and downstream. For this purpose, the climate scenarios proposed by the Euro-Mediterranean Centre on Climate Change were analysed and evaluated with respect to our activities.

By assessing the risks and opportunities associated with climate change, OLI has determined the short and long-term, structural, organisational, and strategic interventions necessary to establish a solid adaptation approach and to support its mitigation efforts (also described in the chapters on the energy transition and circularity).

The risk analysis conducted shows that the company is properly controlling and managing most of the priority risks and opportunities identified. The risks for which further measures could be taken have been included in an action plan, and mainly concern the management of the supply chain and technological advancement, especially in the field of renewable energies.

The involvement of various company departments is also fundamental for seizing upon the opportunities for product and market development.



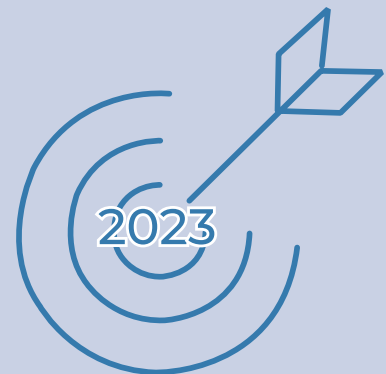


PROJECTS FOR THE NEXT TWO YEARS

- Calculation of the carbon footprint at the company and product level, in order to determine the goals for mitigating the company's contribution to global warming.
- Evaluation of any areas still exposed to extreme climatic phenomena (flooding, hail, strong winds, etc.), in order to prevent damage to the buildings and to take the necessary precautionary measures.

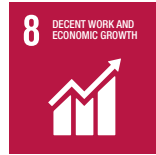
GOALS FOR 2023

- To lower the global risk index resulting from the analysis conducted, and to create the conditions necessary to pursue the opportunities highlighted.



7. PROCESS SAFETY MANAGEMENT

RELATED TARGET SDGs



REF. 8.8



REF. 9.4

VISION

We intend to further bolster our culture of active prevention in terms of worker health and safety by reinforcing the safety-related aspects of the departments' production processes. Everything must go hand-in-hand: plant development incorporates the concepts of personal safety and occupational protection. We want technological advancement to be an incentive for skill development.

MANAGEMENT APPROACH

- Raising employee awareness of their roles and their contribution to the “near misses” project, which is aimed at gathering and analysing information relating to critical safety events that occurred or could potentially occur (i.e. situations that could have led to an injury), in order to create a solid database in support of the prevention process, through measures aimed at ensuring the continuous improvement of the safety standards.
- Promotion of individual awareness, and work teams dedicated to promoting behavioural change, in order to eliminate risky actions by individuals, in particular by intervening upon the possible root causes of injury associated with individual behaviours.
- Training, education and communication of safety-related aspects to improve knowledge and the sense of individual and team responsibility.
- Continuous innovation and optimisation of the work environments in order to further improve the health conditions within the departments, offices, and common areas, with the aim of preventing any potential risks.
- Proactive involvement of the safety managers, expert technicians, and production managers in the process of designing the facilities, machines, and processes, integrating risk prevention starting with the very first stages of each business development project. This is to guarantee constant improvement in terms of the harmonisation and joint development of the topics of safety and production process planning.
- Ongoing assessment of the potential impacts that automation processes might have on the company's staff; the measures adopted are aimed at introducing new technologies to support and supplement the work activities.
- Ongoing skill development, and design and development of the growth pathways necessary to adapt the personnel to the use of new technologies.
- Continuity of relations with suppliers to facilitate dialogue and co-planning, starting with the company's needs and requirements.

REPORTING

How we managed to deal with Covid-19 pandemic at the company during these two years

OVER **22,000**
masks distributed

4
temperature detection systems

6
company-wide swab test campaigns

OVER **400**
swab tests performed on all the employees

The day the health crisis began, we found ourselves faced with something we knew nothing about: nobody could have guessed the magnitude of what was about to happen. There was no information about the virus or the actual risks associated with infection.

Our goal was to ensure that everyone would be able to continue working safely. We had to procure the necessary personal protective equipment (masks, gloves, etc.) and adopt appropriate health protocols throughout the company. But in just a few days, there suddenly seemed to be nationwide shortage of everything we needed.

In order to deal with the situation, we quickly organised ourselves and enacted all the measures necessary to ensure the continuity of the company's operations in maximum safety for all the employees, in compliance with the government health protocols: from the reorganisation of the offices and production departments, to the distribution of personal protective equipment like masks, gloves, visors and sanitising gels, and the regular sanitisation of the work environments.

While 2020 was difficult, thanks to the precautions taken and the vaccination campaign, the spread of the virus throughout our facility was able to be contained in 2021.

Prevention and safety

The awareness-raising activities conducted among the employees led to an increase in reported near-misses using various tools, such as evaluation forms, specific forms filled out directly by the employees, and reports collected by area managers. During the 2020-2021 period, the company continued investing in systems and technologies aimed at improving the health and safety conditions of its employees.



The following table shows the number of injuries and the frequency index during the two-year period.

INJURY FREQUENCY RATE	
2020	2021
31.85	0

There were no injuries in 2021.

Personalised training

The evolution of the approach to worker health and safety must go hand-in-hand with the evolution of the company's processes and production approaches. In fact, this approach cannot remain static, and must grow and evolve alongside the growth and new shapes assumed by the production departments and the production methods.

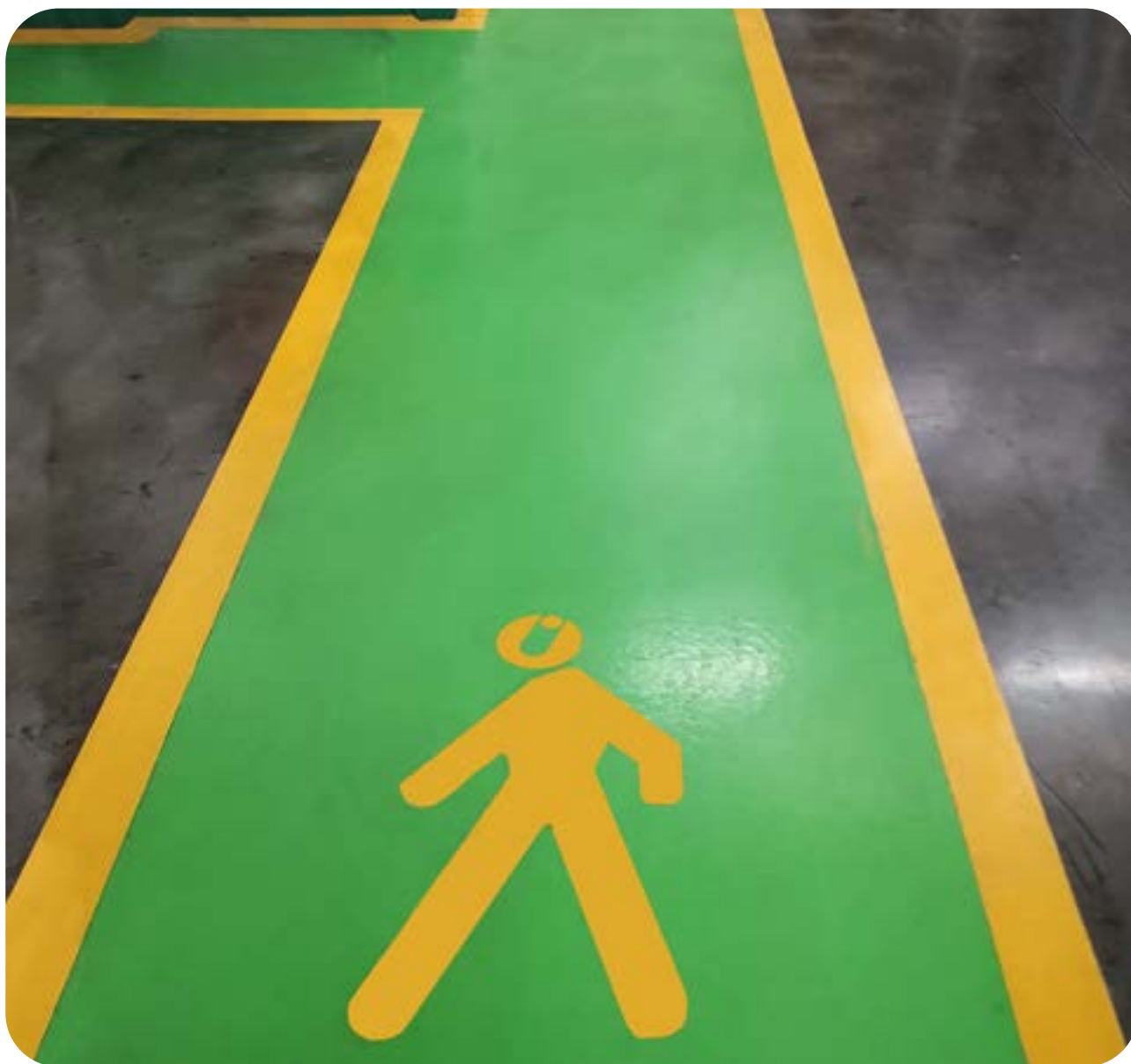
However, what remains unchanged is the fact that training plays a fundamental role when it comes to creating culture, knowledge and engagement on the topic. In order to render this training as personalised and responsive to specific needs as possible, we have sought to create pathways that offer a more interactive and proactive approach.

In order to address the specific needs of the individual company figures and departments, we've created a more flexible and customisable format (which remains consistent with the training requirements) through the use of micro-learning processes, or rather training snippets that are more practical in nature and are rationed out over time. The initial application of the new approach to this new method has resulted in the creation of a series of short and practical personalised meetings for the emergency response staff, held at regular intervals.

The same approach was also adopted for the other issues, namely the "refresher" courses for the blue collar workers, for whom specific courses were developed for each individual category, and were provided both through outside partnerships and using in-house resources. This method generated positive feedback from the employees. One example of a particularly popular course was the project carried out on the subject of back health in collaboration with the University of Padua spin off GymHub, in which the classroom component was combined with a highly effective practical component. The techniques taught, which are aimed at preventing musculoskeletal disorders, can be applied both at the workplace and in daily life.

Safety signage

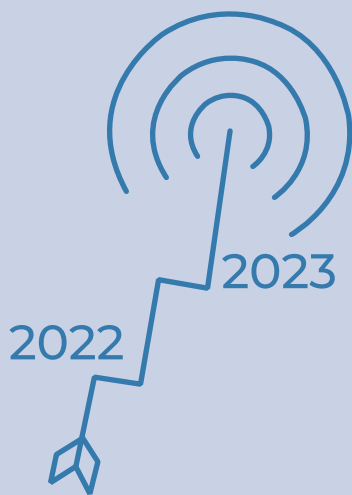
We have launched and completed a process aimed at improving the warehouse floor markings. This project arose from an improvement idea submitted by a company employee.



Industry 4.0

The company is undergoing a process development phase aimed at achieving greater automation. The changes will be accompanied by specific training courses, in order to better meet the need for increased specialisation, and to teach the skills required to interface with the production machinery.

Another aspect that is particularly important to us is the co-design process with our machinery suppliers, which allows us to dedicate special attention to the fact that safety is an integral part of the production line's development.

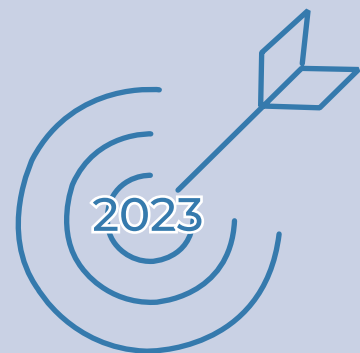


PROJECTS FOR THE NEXT TWO YEARS

- Expansion of the micro-learning approach to include health and safety issues, even by carrying out "one point lessons" on specific "near misses", for example.
- Introduction of experience-based training courses: safety courses where the concepts are conveyed through experiences, group work, and role play, in order to engage individuals and reduce the use of the traditional classroom approach.
- Continuous staff coaching for the development of new skills following the introduction of automations for industry 4.0 purposes.

GOALS FOR 2023

- To directly involve the safety office in the system design or modification procedures.



8. WORKPLACE WELLNESS

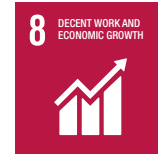
RELATED TARGET SDGs



REF. 3.5 - 3.8



REF. 4.4 - 4.7



REF. 8.5

VISION

Our objective is to meet the needs of our employees and to ensure their well-being at the company. We are committed to ensuring that all employees are involved in the long-term Sustainability project.

We strive to increase their involvement and promote a sense of belonging, and are ultimately committed to creating the appropriate conditions for each employee to feel like they are an active and satisfied member of the company.

MANAGEMENT APPROACH

- Offering a portfolio of welfare services, managed through a clear and well-disseminated policy, which grows and adapts to the employees' needs.
- Department meetings at various levels and with different objectives, in order to stimulate dialogue, accountability, and exchange of ideas.
- Engagement of the managers and, through them, all the employees, prompting them to work together to achieve the company's objectives.
- Continuous manager training to improve role-specific skills and to ensure that they are conveyed to all the employees.
- Dissemination of information regarding company developments through various channels.
- Invitation to proactively take part in the continuous improvement of the company through the "opportunity box" programme: containers in which employees can submit ideas for improvement, which are analysed on a monthly basis by a dedicated work team.

PROJECTS CARRIED OUT



TAX ASSISTANCE

2020	2021
9 employees	10 employees

Economic value

2020	2021
359 €	397 €



SCHOLARSHIPS

2020	2021
-	1 students

Economic value

2020	2021
-	700 €



SHOPPING VOUCHERS

2020	2021
33 vouchers issued	33 vouchers issued

Economic value

2020	2021
8,740 €	13,580 €



CANTEEN SERVICE

2020	2021
5,131 meals provided	6,369 meals provided

Economic value

2020	2021
3,971 €	4,929 €



HEALTH VOUCHERS

2020	2021
31 vouchers issued	29 vouchers issued

Economic value

2020	2021
5,850 €	5,150 €



KINDERGARTEN BONUS

2020	2021
-	1 employee

Economic value

2020	2021
-	800 €

1 IN 2020 - 6 IN 2021
ideas collected through the
ideas for improvement box initiative



Company climate and welfare

Being able to meet our employees' needs means, first and foremost, creating a space where we can understand how people are doing at our company, what their perceptions are, and how they interpret the business development processes. The three-year company climate assessment questionnaire, which is distributed to all employees, was particularly important in 2021, as it came after a year (2020) in which the "usual" work routine was disrupted by the major changes introduced by the pandemic. It was precisely for this reason that, in addition to the typical categories that we examine in every edition of the questionnaire (satisfaction and sense of belonging, strengths and areas for improvement, sustainability, corporate strategy and departmental objectives, corporate communication and culture and service evaluation), we decided to also include the topic of **"Change management"** in this edition.

84.6%
return rate of the
questionnaire
on climate

In this section, we explored what the company's personnel thought about the various adaptations to the pandemic situation, and what new needs have emerged.



THE RESULTS

The results revealed considerable appreciation for the company's responsiveness and success at maintaining its stability.

We will therefore continue to dedicate energy and attention to increasing engagement and collaboration among the various corporate bodies. The first step from the standpoint of engagement was precisely the moment at which the results were shown to and discussed with the employees, during the department meetings, which were transformed from **"informative" events**, as they had been for previous editions, into **opportunities for "dialogue"**.

In order to determine whether our range of welfare services was in line with the employees' needs, we analysed the satisfaction rate of the services offered. After examining the results, we expanded the welfare package to include:

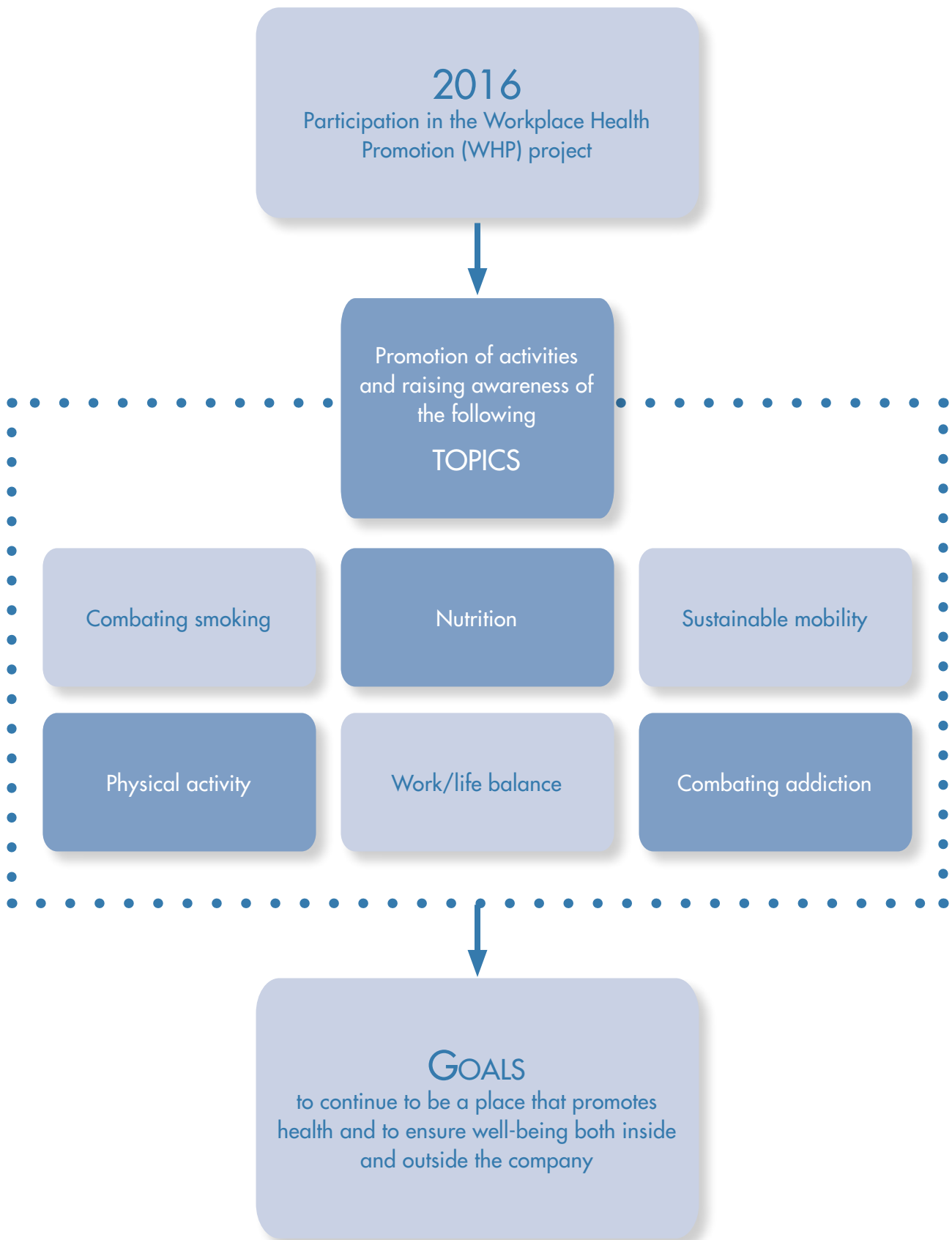


TAX ASSISTANCE



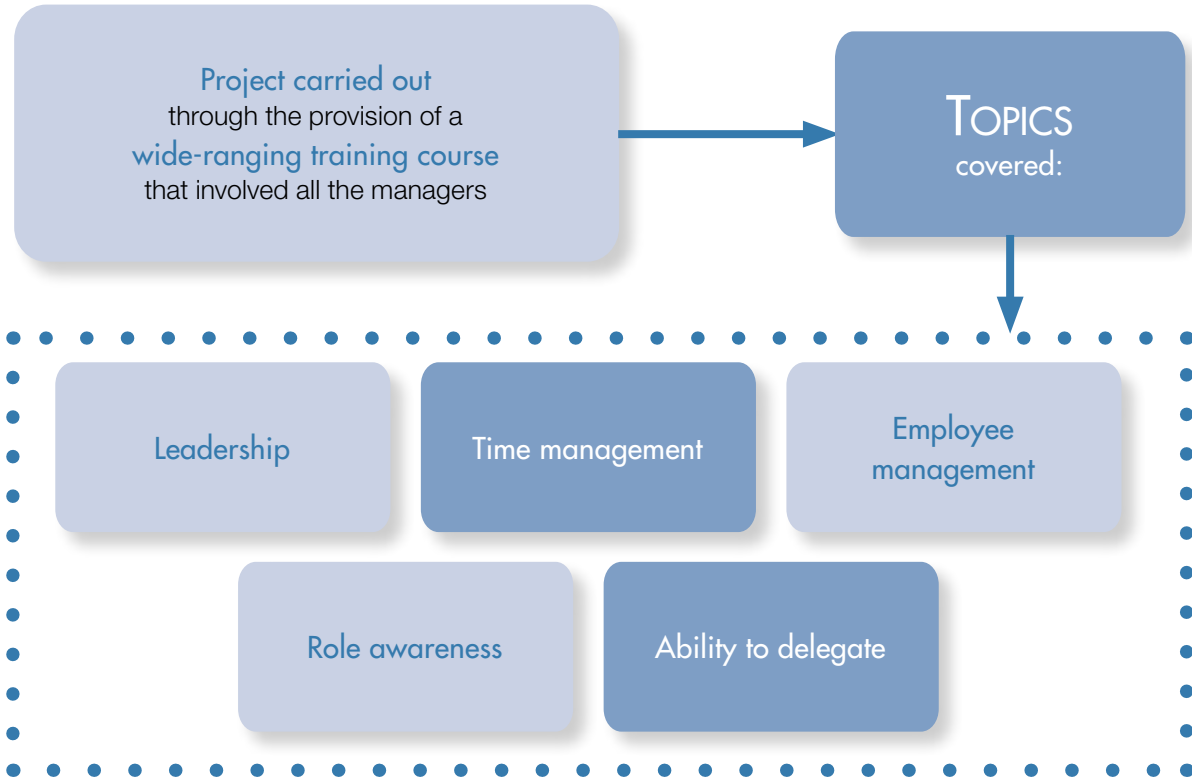
MEDICAL CHECK-UPS

Ever since we joined the Workplace Health Promotion (WHP) project in 2016, along with many other companies in the Brescia area, we have been promoting activities and raising awareness of the **topics of nutrition, combating smoking, physical activity, sustainable mobility, combating addiction, and work/life balance**. At this stage, our task is to work on maintaining everything that has been introduced, in order to continue being a “place that promotes health”, as recognised by the Brescia ATS.



Involvement of the managers

One of the objectives that we identified as important for bolstering skills, generating a sense of belonging and, last but not least, involving everyone in the achievement of the company objectives, was to **launch a development project for the company's managers**. These figures play a central role in the company's development, and it is therefore extremely important that they continue to acquire role-specific skills, which, in turn, they can pass on to their employees.



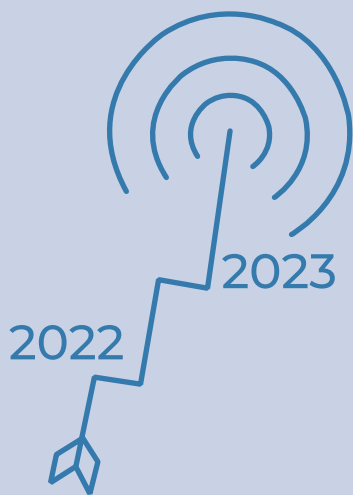
During these two years, we further developed the company's meeting system. The goal was to **improve the exchange and development of knowledge on the one hand, and the ability to dialogue and share information on the other**.

PERIODIC MEETINGS

between the CSR/human resources managers and all the other company managers, with the aim of engaging with and informing the employees about initiatives, procedures, and objectives to be achieved in the **field of sustainability**.

Objective

To increasingly integrate sustainability within the departments' existing objectives.

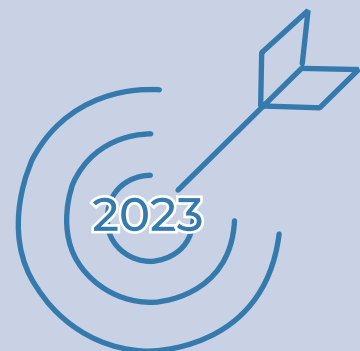


PROJECTS FOR THE NEXT TWO YEARS

- Digitisation of the sustainability snippets, in order to render the communication more fluid and interactive.
- Monitoring of the employee services introduced or modified.

GOALS FOR 2023

- To maintain all the existing activities, and to continue monitoring their progress and satisfaction levels.
- To increase the engagement of all the managers and employees.



9. PEOPLE AND DEVELOPMENT

RELATED TARGET SDGs



REF. 4.4 - 4.7

VISION

Our goal is to manage career plans and training needs in an increasingly integrated manner.

We are committed to ensuring that all of the company's personnel are able to undergo personal and professional development training through structured courses.

MANAGEMENT APPROACH

- An onboarding pathway for new hires that provides for a clear introductory and development process, in order to facilitate their insertion and to ensure that their training needs are met.
- Management of the growth of the company's personnel through the use of training files: tools aimed at uniformly and comprehensively establishing the training requirements for the various company roles, consisting of field coaching, monitoring, and acquisition of autonomy in the role.
- A structured and continuous process of determining the in-house training needs: managers are asked to periodically communicate the employees' training needs. Combined with the information gathered during personal interviews, these indications are used as a basis for creating personalised professional development plans.
- Evaluation and development of professional training courses to meet the needs of the various external stakeholders (schools and professionals).

REPORTING

Training

The goal that we set for ourselves in the previous edition of the report was to remain focused on training, thereby ensuring the possibility of developing all our employees' skills and abilities. The pandemic that began during the first few months of 2020 required us to rethink our course delivery methods, or rather the ways in which the personnel could be reached in order to continue cultivating their professional development journeys. The step that was taken was that of digitalising the courses, wherever possible.

When the pandemic subsided and face-to-face courses could be held once again, we decided to pause for a moment and determine whether it made more sense to continue providing certain courses in digital format. In fact, we had noticed that this approach led to greater participation among employees for certain training areas. This resulted in a hybrid system of in-person and digital training, which we intend to maintain and continue to develop.



During the two-year period that has just ended, we expanded the personal and professional development training courses available to the employees. For example, topics relating to leadership and communication were addressed.

Finally, we set ourselves the goal of completing all the training files, which indicate the skills and development needs/possibilities for each company role. Now that this milestone has been reached, the next step is to keep the system updated and monitored, in line with company's evolution.

Types of courses and hours of professional training during the 2020-2021 period



Development of a reception programme for new hires

Over the past two years, we've worked on expanding and structuring the onboarding process for new hires.

The process includes an introduction to the company, its strategies, the management systems, and the safety and quality procedures. This process is followed up by a monitoring phase with the white collar staff, which takes on the form of an interview with the employee and the manager in order to analyse the progress of the onboarding process, evaluate any needs, and jointly determine the training and professional development requirements.

"Striving for growth"

We believe that it's extremely important to ensure transparency with respect to the ambitions and growth opportunities available at the company, in order to lay out a pathway that is sensible, desirable, and practicable by all parties involved.

In order to support this process, we analyse each individual's desire for personal growth within the questionnaire and during the annual evaluation interview, and jointly determine the most appropriate steps for them to take.

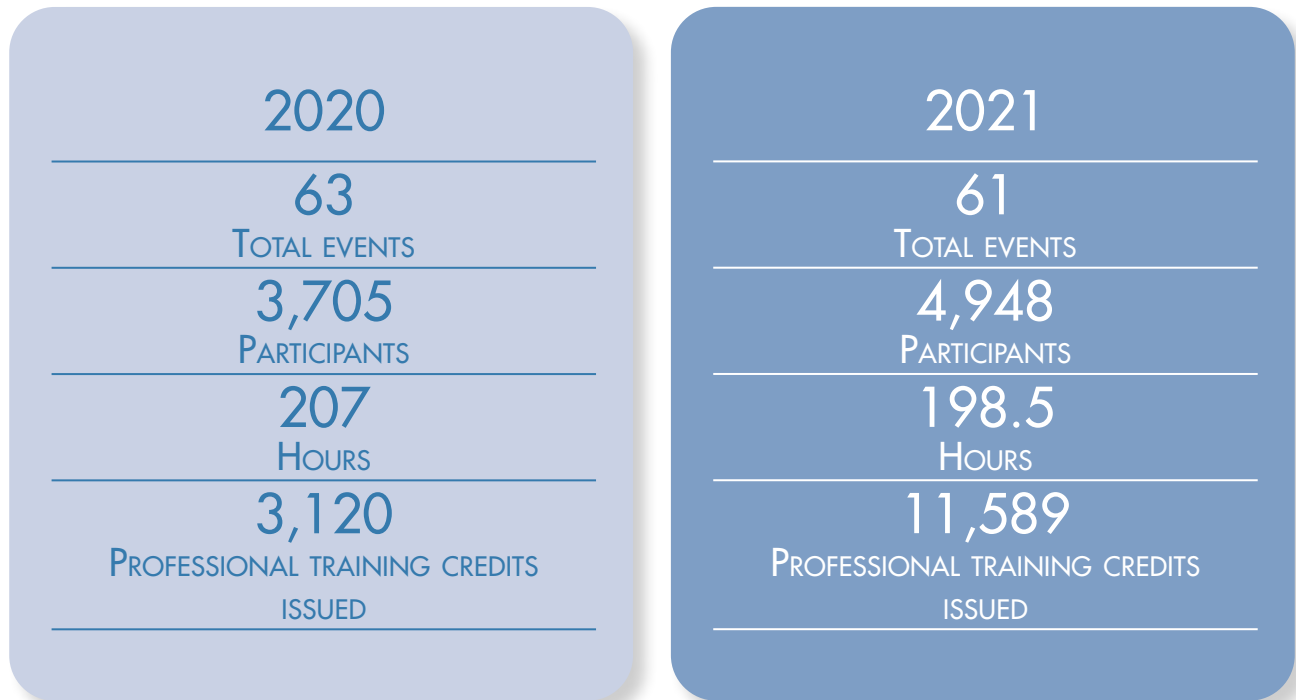
With the aim of promoting new job and professional development opportunities, the company has also created an "opportunity bulletin board", where all the roles and positions available are shared with the employees.

Training for professionals (engineers, surveyors, expert consultants, architects, etc.)

Training courses, conferences, and in-depth technical interventions with professional associations are an important part of our approach to training.

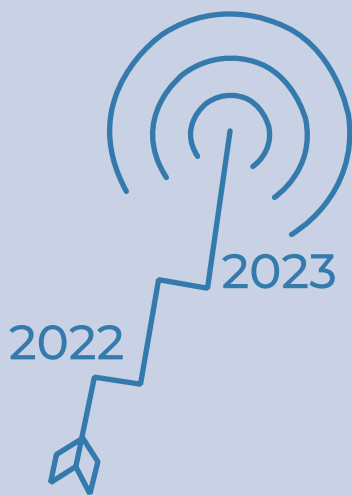
We've always been convinced that sharing our knowledge with industry professionals is beneficial to everyone, and is an essential requirement for growth on the market.

For this reason the training activities have never stopped, even despite the pandemic.



The seminars were transformed into webinars, which allowed more professionals to participate, thus allowing the company to reach an even greater number of people. The spirit remains that of creating a mutually useful place of dialogue, where professionals can acquire specific expertise with products and their functionality, and learn more about how they interact with the broader range of interior design systems, thus allowing the company to collect direct experiences and feedback from the market in order to increase its range of products and services and improve its ability to provide solutions to actual needs, in a co-creation process.

The goal that we set for ourselves, which we intend to continue pursuing despite the slowdown caused by the global pandemic, is to improve the technical training that we offer to the local community within the context of the mechanism for awarding Professional Training Credits (PTCs). This goes hand-in-hand with the organisation of conferences with professional associations and partnerships with universities.

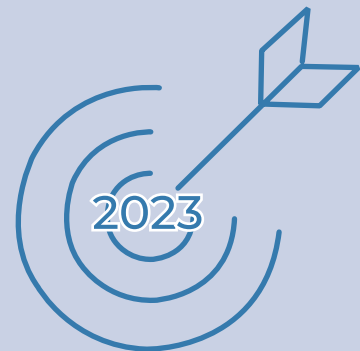


PROJECTS FOR THE NEXT TWO YEARS

- The establishment of internal training courses on specific issues contained in the corporate strategy in order to engage the company's employees in the pursuit of its ambitious objectives.

GOALS FOR 2023

- To extend the monitoring interviews to cover all company figures.
- To continue offering personal development courses to all the employees.
- To provide all the employees with a more in-depth knowledge of the quality system, in order to ensure continuous improvement.



10. THE NEW GENERATIONS

RELATED TARGET SDGs



REF. 4.4 - 4.7

VISION

Our aim is to be a meeting point between the worlds of work and education, in order to help students orient themselves on their own growth and development pathways.

MANAGEMENT APPROACH

- Support for local excellence through the issuance of scholarships to the children of employees who have distinguished themselves in school.
- Internships and soft skills and professional orientation courses to help bridge the gap between the workplace and the world of education, and to promote the development of new talents.
- Establishment of a fixed meeting point with the world of education, through the sharing of experiences and technical skills, in order to support and expand scholastic programmes.

REPORTING

OLI and the world of education

The company intends to use this project to create increasingly strong synergies with the world of education, with the aim of promoting an exchange of knowledge and experience.

The various activities include:

TRAINING SESSIONS AT PROFESSIONAL AND TECHNICAL SCHOOLS

Holding training sessions at technical/professional institutes is an important way for the company to get in touch with students. It's also a great opportunity for those who are still studying to associate what they've learned with the reality of the industrial environment. The lessons are centred around topics related to the studies.

149 STUDENTS
TRAINED

THESIS PROJECTS

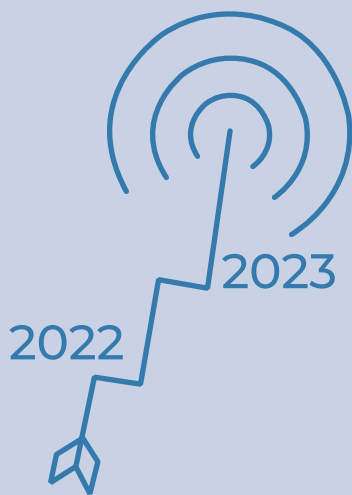
We welcome the requests of students who want to use our company as a case history, as we consider it a useful tool for creating shared knowledge.

INTERNSHIPS AND SOFT SKILLS AND PROFESSIONAL ORIENTATION COURSES

The company's collaboration with the world of education also continues through these important tools, which represent opportunities for students to approach the workplace.

177 HOURS
INTERNSHIPS AND DUAL EDUCATION

1 PERSON
INVOLVED IN INTERNSHIPS
AND DUAL EDUCATION

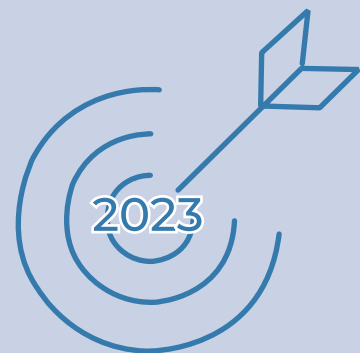


PROJECTS FOR THE NEXT TWO YEARS

- To organise training courses focused on the new topics relating to the ecological transition, in terms of both products (water saving, energy saving) and in production and management processes.

GOALS FOR 2023

- To continue with the training initiatives held at technical institutes.
- To organise and increase the number of opportunities to frequent schools, in order to share the topic of “managing sustainability and the ecological transition at the company” with students, and to establish a more profound and ongoing dialogue with them, and stimulate their interest in this important topic for the future.



11. GRI REFERENCES

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-	Number of internships and school-work alternations	66	
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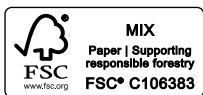
12. GLOSSARY

Term	Definition
Atmospheric emissions	Emission of air contaminants. These can be classified as either primary, released into the environment unaltered, or secondary, subsequently formed in the atmosphere as a result of chemical-physical reactions.
BREEAM - Building Research Establishment Environmental Assessment Method	BREEAM is a voluntary building sustainability assessment system established in the UK to assess the environmental performance of buildings. BREEAM evaluates the performance of buildings based on numerous environmental requirements, proposing different assessments: PASS, GOOD, VERY GOOD, EXCELLENT or OUTSTANDING.
CO₂e	A unit of measurement used to measure the warming potential of greenhouse gases, or their GWP (Global Warming Potential). CO ₂ is the reference gas against which all the other gases are measured, and therefore the GWP of CO ₂ is 1.
CSR	Acronym for Corporate Social Responsibility. In economic and financial jargon, it is the field that concerns the implications of an ethical (environmental, social and economic) nature within the strategic vision of a business: it is a manifestation of the company's desire to effectively manage its social and ethical impact, both internally and in relation to all of its stakeholders.
Energy efficiency	Reduced energy consumption and waste prevention.
Energy intensity	A measurement designed to calculate the level of energy efficiency. Calculated as a unit of energy divided by a relevant indicator for the business activities taken into consideration, such as the quantities of finished product, the turnover, the sales volume, etc.
GHG - Greenhouse gas	<p>Acronym for Greenhouse Gas. The term greenhouse gas refers to the gases present in the atmosphere that are transparent to the solar radiation entering the Earth's atmosphere, but greatly retain the infrared radiation emitted by the Earth's surface, atmosphere, and clouds. Greenhouse gases can be both natural or man-made, and they are absorbed and emitted at specific wavelengths within the infrared radiation spectrum. This characteristic results in the phenomenon known as the greenhouse effect.</p> <p>Water vapour (H₂O), carbon dioxide (CO₂), nitrous oxide (N₂O), methane (CH₄) and sulphur hexafluoride (SF₆) are the main greenhouse gases present in the Earth's atmosphere.</p>
GRI	An acronym for Global Reporting Initiative, or rather the international guidelines for preparing a Sustainability Report. They provide economic, social and environmental indicators designed to systematise how the company reports its performance.
IMQ ECO	It is a third-party approval conceived in order to guarantee to the final customer the truthfulness of the environmental self-declaration of a product. The assessment process is strict, in compliance with the ISO 14021 and with the independent IMQ technical commission protocol.

Term	Definition
Inverter	An electronic device capable of converting a flow of direct current into alternating current.
LCA - Life Cycle Assessment	An objective method of evaluating and quantifying energy and environmental loads and potential impacts associated with a product/process/activity throughout its entire life cycle, from the acquisition of the raw materials to end-of-life.
LEED	LEED is a voluntary certification program that can be applied to any type of building (either residential or commercial), and it regards the whole life cycle of the building itself, from the designing to the building stage. See https://certificazioneleed.com
MADE GREEN in Italy	It is the national voluntary scheme developed by the Environment Ministry of Italy for the assessment and the notice of the product environmental footprint. It represents both, a compliance assessment, and an actual certification. It specifies those products which, on top of complying with the "Made in Italy" requirements, they also respect the parameters needed to be considered "sustainable" based on a national benchmark.
Materiality	A concept introduced in the G4 version of the GRI that indicates the relevance of specific topics for the purposes of preparing the report.
MEC - Minimum environmental criteria	The requirements established by the Ministry of Ecological Transition for the various phases of the public procurement process, aimed at identifying the products, services, and works that are most environmentally friendly throughout their life cycles.
Near miss	A "near miss" or "near accident" can be understood as any work-related event that would have caused injury, illness (disease), or even death, but did not do so by mere chance. It is an event, therefore, that has the potential to cause an injury.
Scope 1	Classification drawn up by the GHG Protocol which indicates all the direct greenhouse gas emissions, i.e. caused by sources owned or controlled by the reporting body.
Scope 2	Classification drawn up by the GHG Protocol which indicates all the indirect greenhouse gas emissions resulting from energy consumption taken from the network/grid.
Smc	Standard cubic metre. A unit of measurement used for substances that are found in a gaseous state under "standard" conditions, or rather at atmospheric pressure and at a temperature of 15°C.
Specific consumption	Within the context of this Sustainability Report, specific consumption indicates the relationship between the consumption of a given resource (such as water, electricity, natural gas, etc.) with a unit of measure (such as the total number of finished products, the average walkable surface, sales, the number of employees, etc.). It serves to convey an accurate picture of the company's energy consumption, taking into account the indicators relevant to the company's business, by excluding any fluctuations that might be caused by extrinsic factors.

Term	Definition
Stakeholder engagement	Engaging and listening to the company's stakeholders. The stakeholders with whom the company has initiated a dialogue in this Sustainability Report include employees, customers, the territory, and public institutions.
TOE	An acronym for Tonne of Oil Equivalent. A unit for measuring energy
Trigeneration	The combined production of electricity, thermal energy, and cooling energy using a natural gas-powered engine connected to an electric generator. Through the inclusion of an absorption refrigeration unit, it is possible to generate cooling energy, thus exploiting part or all of the thermal energy generated by the engine.
Waste water	Any water discharged from buildings or installations where business activities or manufacturing processes are carried out.
Watermark	Australian certification, mandatory for the installation of any item listed in the "Schedule of Products". See https://watermark.abcb.gov.au/
WELS	Water Efficiency Labelling and Standards (WELS) controls the certification of the seven product categories related to water consumption and water saving. These categories are: Taps, showers, dishwashers, washing machines, sanitary fixtures, urinals and flow regulators. The requirements specified in WELS include items testing, evaluation and labelling, and they state the information needed on the water efficiency labels (efficiency level, water consumption and flow rate).

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With the advice of:



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