

SUSTAINABILITY REPORT 2023

Poliform



Poliform



Dear Stakeholders,

In the past year the European Commission introduced the Corporate Sustainability Reporting Directive (CSRD) to address the growing need for transparency and comparable data on corporate sustainability performances. This important change is for us a further confirmation that the journey we embarked on is headed in the right direction: in 2021 we started to assess and measure our impact and, on a voluntary basis, annually draw up our Sustainability Report.

This is our third edition, and on this occasion we want to share the significant progress we made in 2023 and our ambitious goals for the future.

At Poliform we have always felt like a human company: a company made first and foremost by people. Every year this inspiring principle guides our growth and makes the company culture of listening our fundamental value. We are constantly striving to meet the needs of our employees and the community in which we operate, through a series of targeted initiatives, proof of our commitment to helping and supporting the most vulnerable categories.

At the same time, we are working diligently to improve our relationship with the environment by purchasing sustainable materials, investing in technology, using renewable energy.

Over the past ten years we have taken tangible steps aimed at a clean energy system, with the installation of photovoltaic plants on four of our facilities. This initiative allowed us to produce more than 607.000 kWh of clean energy in 2023, reducing CO2 equivalent emissions by 154 tons.

We continue to promote circular economy as an integral part of our corporate strategy. In 2023 we recorded a 94% waste recovery rate, proof of our commitment to maximizing the recycling of resources and reducing waste. With this goal in mind, over 2.100 tons of scrap wood were internally recycled to produce thermal energy in 2023, thus contributing to the reduction of our carbon footprint.

From an economic perspective, our presence in international markets continues to grow. In 2023 we recorded a 9% increase in sales turnover, reaching a figure of approximately 256 million Euros. This success is the result of our constant dedication to innovation and quality, and we are determined to continue on this growth trajectory in the future.

These are just some of the goals we achieved in 2023, and we are excited to keep on sharing our accomplishments with you in the future.

With strength and determination, we will face every challenge the future will bring, always keeping our strong roots, our culture and our commitment to you, our stakeholders.

We wish to thank you for your continuous support and trust,

Alberto Spinelli, Aldo Spinelli and Giovanni Anzani

Poliform Managing Directors

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Our commitment for Sustainability

HUMAN COMPANY

An industrial excellence, whose true value are its people, a work ethos seen as social value and the protection of the territory. The dedicated consideration for people, as single individuals and as a community, is what drives Poliform to meet various needs and requirements, managing a series of initiatives aimed at improving the standards of life inside and outside the company.

CIRCULAR ECONOMY

Circular economy is a fundamental element of the sustainable economic model promoted by Poliform. Our design process is based on the efficient use of resources and materials, to reduce the environmental impact linked to production, and, above all, to contribute to the reduction of generated waste, focusing on the durability, the possibility to repair, update and recycle our products.

MADE IN ITALY

All Poliform products are manufactured in Italy to guarantee the careful and accurate monitoring of all production stages. The components and raw materials are selected and procured from the best suppliers in the area.



Material topics and scale of impacts

At Poliform we are committed to operate responsibly in every aspect of the business. We stay true to our values and family roots, and to the same extent, we feel a responsibility towards our employees, suppliers, customers, and the community in which we operate.

This is why we are increasingly committed to pursue the 17 UN Sustainable Development Goals, as an international framework used to address the challenges brought about by our Country and the social and cultural context, in which we operate.

After analyzing our impacts, we identified our 5 primary sustainable development goals:



Good health and wellbeing



Affordable and clean energy



Decent work and economic growth



Reduced inequalities



Responsible consumption and production

The stakeholder engagement and stakeholder analysis (for further information please refer to the methodology note) have allowed Poliform to identify the material topics and develop an analysis of their impacts taking into consideration the 17 AGDs of the 2030 Agenda.

Follows a list of the topics which were deemed relevant after the interviews with the stakeholders and the exchange with Corporate Management in relation to the Material aspects according to the GRI Standards, as per its latest update of 2021.

The analysis of the impacts connected to the material topics was conducted taking into consideration the three ESG scopes, defining the management methods and the associated priority. Said priority was assigned based on the repercussions that the material topic produces from an environmental, social and economic (governance) point of view.

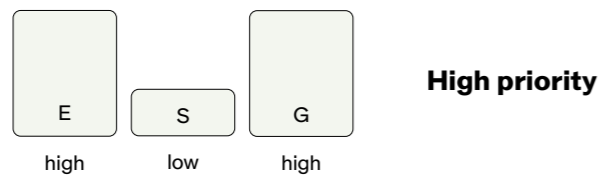


Energy management

Management method:

- ISO 14001 certification
- 7,6% of company energy requirements is self-produced
- from renewable sources
- photovoltaic plants
- progressive elimination of diesel for heating purposes

ESG Impact

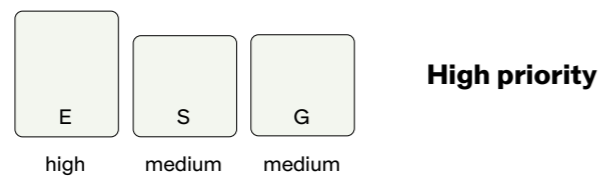


Responsible procurement of raw materials

Management method:

- 97% Italian suppliers
- 84% Suppliers from Lombardy
- FSC certification
- ISO 9001 certification (Contract division)
- procurement monitoring system

ESG Impact

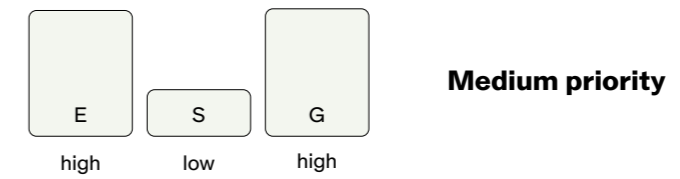


Circular economy

Management method:

- wood dust reclamation plant
- more than 90% waste directed to reclamations
- reclamation of materials - distillation of solvents
- 100% cardboard packaging

ESG Impact

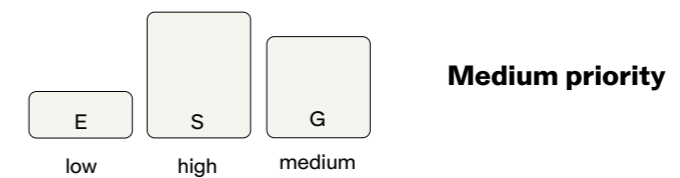


Occupational health and safety

Management method:

- more that 3500 training hour/year on Occupational Health and Safety
- monitoring of accidents ratio and corrective measures
- in-company Head of Prevention and Protection Service
- appointed Health and Safety Workers' Representatives

ESG Impact



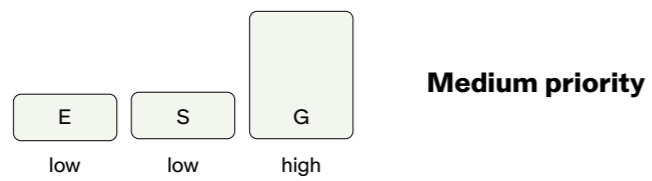


Product quality and innovation

Management method:

- 3 internal artisanal labs
- 30 people employed in R&D
- internal quality control in every production division
- ISO 9001 for the Contract sector
- compliance with EU standards on labelling and claim

ESG Impact

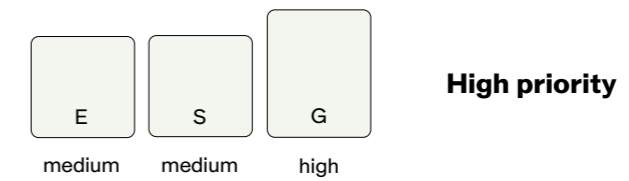


Economic performance

Management method:

- high Governance involvement in managing company sustainability
- corporate policy
- charter of Values

ESG Impact

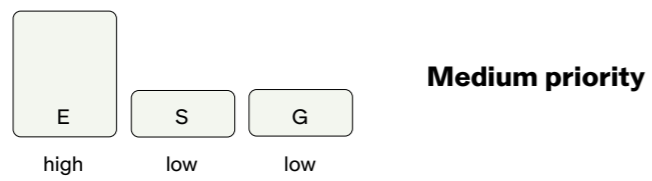


Efficient logistics and distribution

Management method:

- made to order system
- dedicated internal resources

ESG Impact

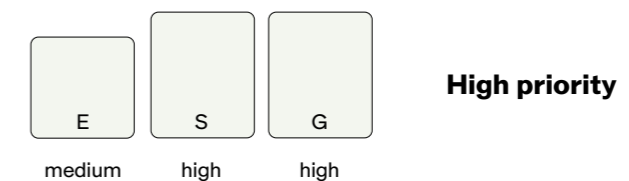


Projects to support local communities

Management method:

- sponsorships and donations
- charitable contributions
- corporate rates with local businesses

ESG Impact



THE COMPANY



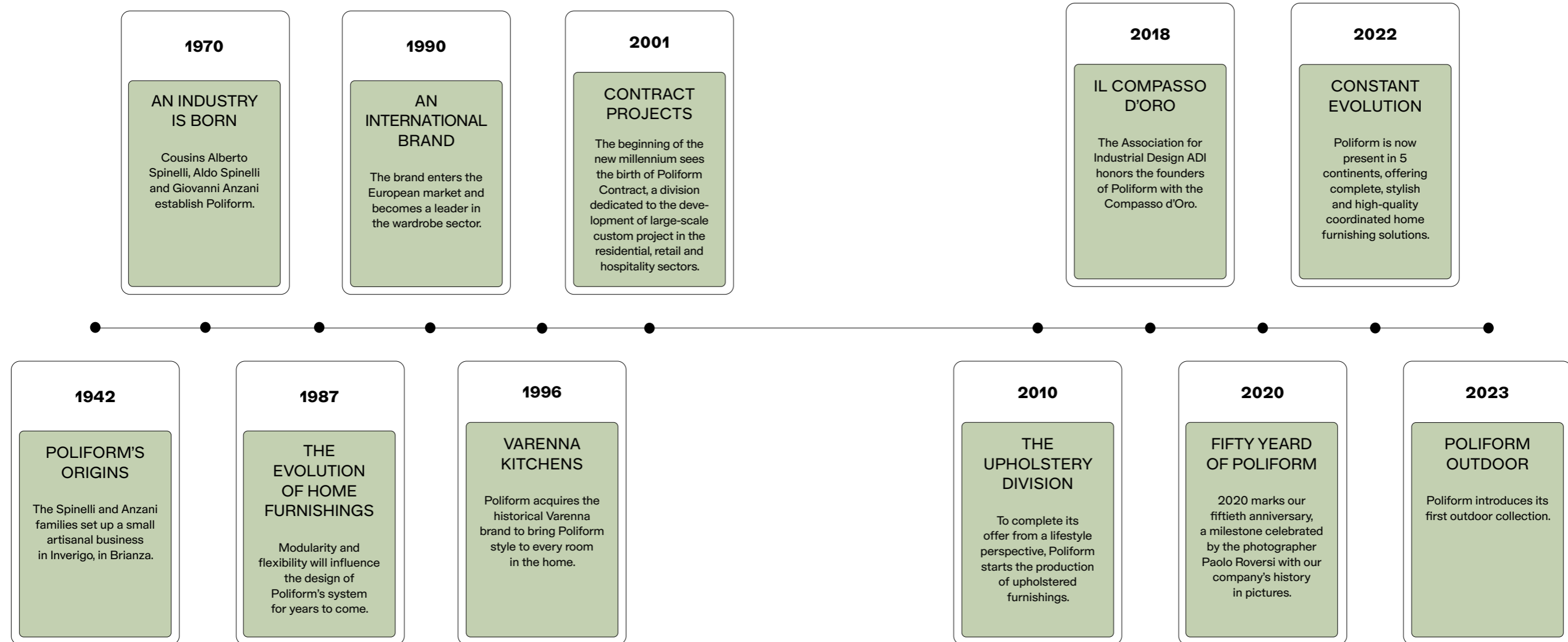
A global organization, between design and lifestyle

Poliform was established in 1970 as the evolution of an artisan enterprise founded in 1942. Determined to take advantage of the potentials of assembly and engineered production lines and meet the transformations of an ever-increasing global market, the company showed a strong industrial connotation from the very beginning.

Connection with innovation has always been Poliform's distinctive mark, an in-depth talent in understanding the needs and tastes of a heterogeneous and international public, anticipating and interpreting today's interior design trends. Poliform collections include furnishings systems and complements for every area in the home. In 1996 we acquired the historical Varenna brand, exclusively dedicated to the production of kitchens, which was officially rebranded Poliform in 2018, to show the willingness to represent a single and coherent corporate identity. The Contract division was established in the first years of the new millennium: Poliform is now one of the leading brands in the sector of large contract supplies.



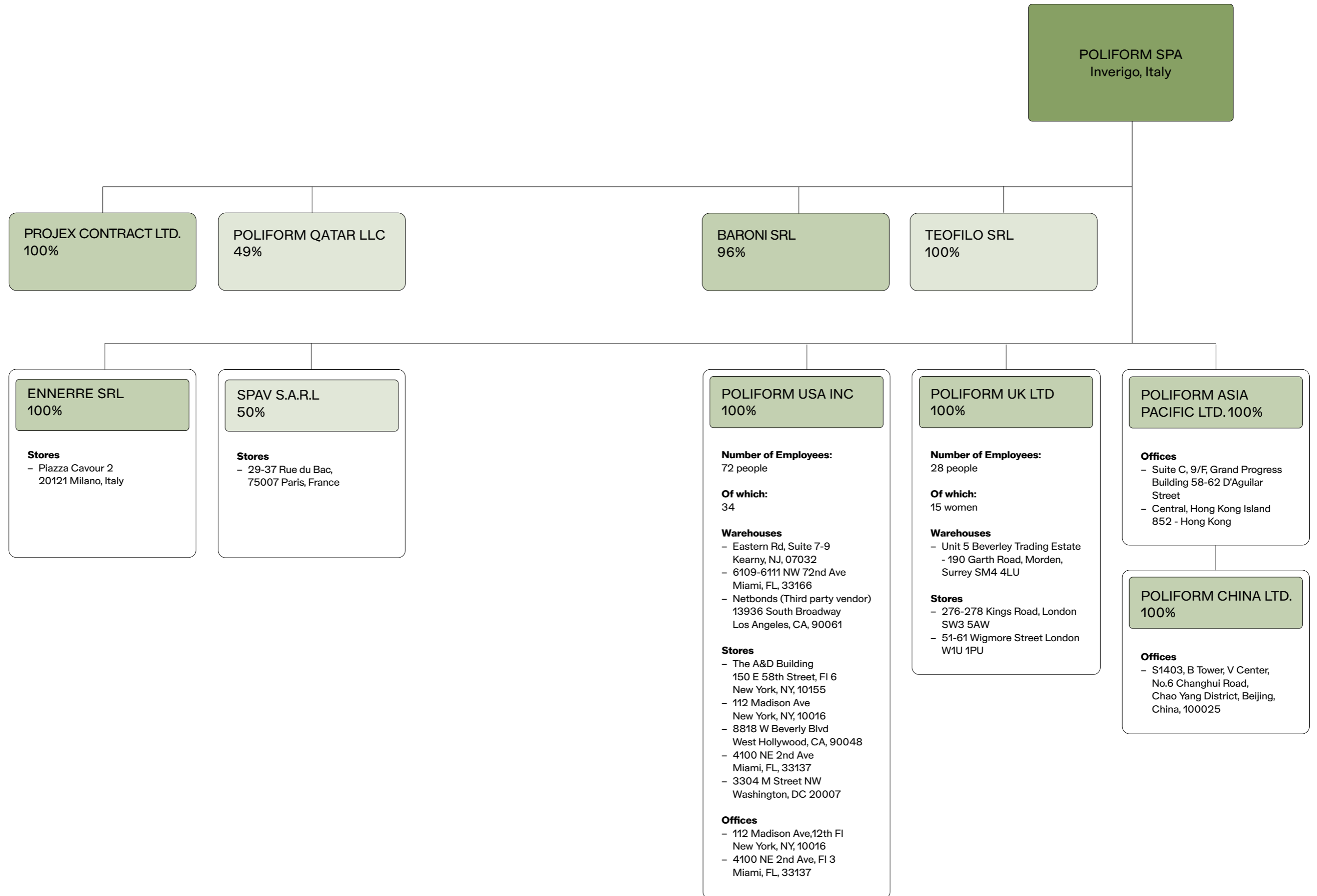
Our history



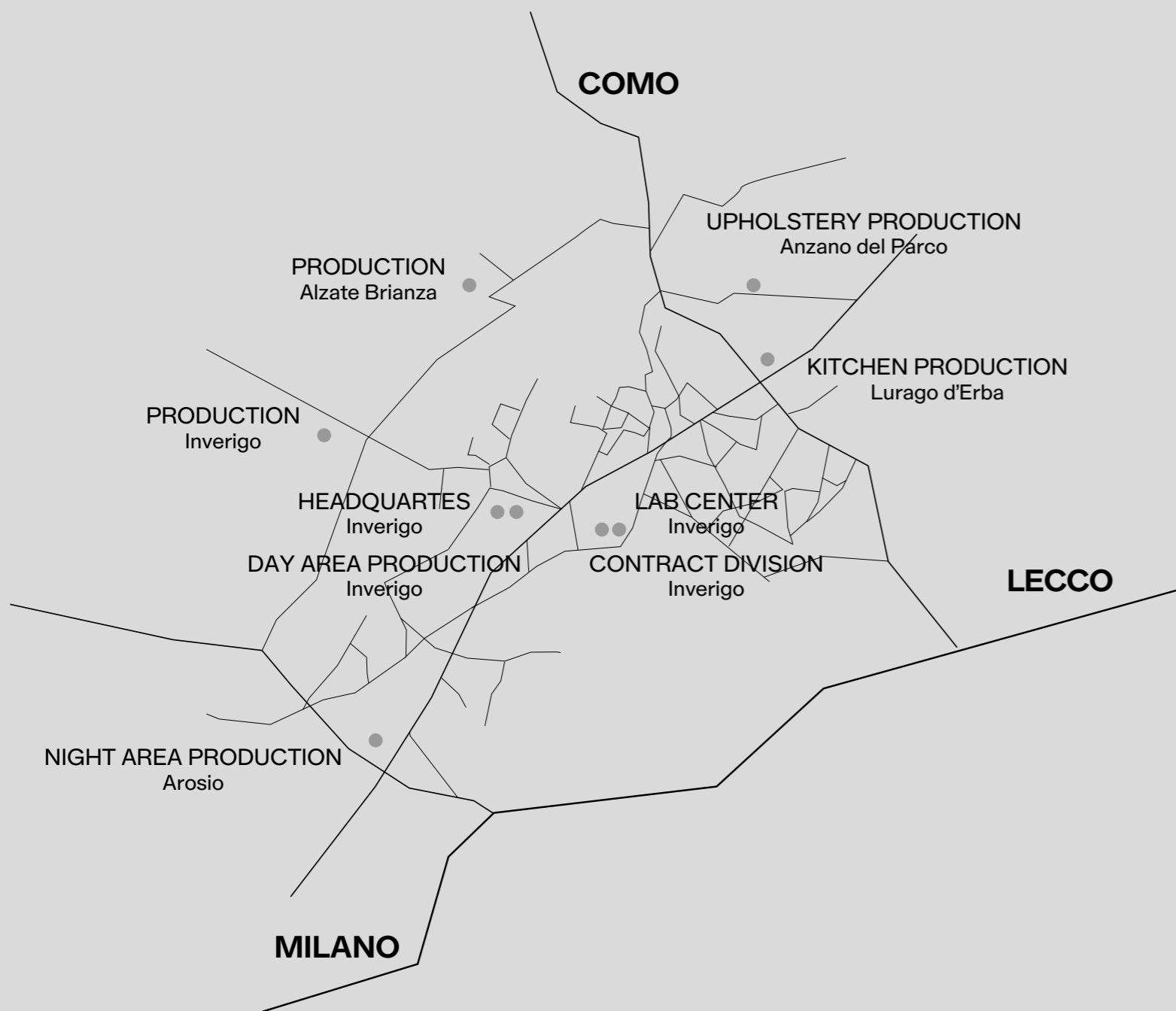


The company

The key player of a growing development resulting from the desire to better meet market requirements, Poliform started a gradual process of globalization but kept its headquarters in the northern Italian Brianza district, preserving its tradition and values. Today Poliform controls an international corporate asset consisting of 8 companies.



Locations



The carefully designed Poliform production facilities are located close to each other, and include the headquarters, corporate showrooms and areas dedicated to production, for a total covered area of more than 123.500 square meters.



POLIFORM LAB
Inverigo Santa Maria

Various professional skills, from marketing to photography, from visual to web technologies and design, are concentrated in the creative lab dedicated to communication. The total surface covers 12.000 sq.m. and employs 40 people.



POLIFORM HEADQUARTERS FACTORY 1
Inverigo

Executive, sales, administration, financial and technical offices.
The headquarters also house the manufacturing facility dedicated
to the production of day systems. The headquarters occupy an area
of 17.000 sq.m. and employ approximately 160 people.



POLIFORM FACTORY 2
Arosio

The unit houses the production facility for night systems and Poliform day and night components. It occupies an area of 35.000 sq.m. and employes 130 people.



POLIFORM SOFAS FACTORY 3
Anzano del Parco

Inaugurated in 2020, it is entirely dedicated to the production of sofas and upholstered furniture. It occupies an area of 17.000 sq.m. and employs 100 people.



POLIFORM KITCHENS HEADQUARTERS FACTORY 4
Lurago d'Erba

La sede di Lurago d'Erba è l'headquarter della divisione cucine di Poliform.
La superficie totale è di 27.000 mq con 150 addetti.



POLIFORM FACTORY 5
Alzate Brianza

Day and night collections are produced in part in the Mirovano facility.
It occupies a surface of 9.000 sq.m. and employs 50 people.



POLIFORM CONTRACT
Inverigo Santa Maria

The Poliform Contract division, established to develop large projects, has its operative headquarters in Inverigo. Contract represents a parallel and complementary activity or Poliform, and is the sole reference for contractors, supplying turn-key solutions and contributing to each stage of the project. The total surface covers an area of 1.000 sq.m. and employs 20 people.



Poliform Contract

Poliform Contract develops project with the leading architecture and interior design firms in Europe, the Americas and Asia, dealing with different markets, contexts, aesthetic choices, and performances.

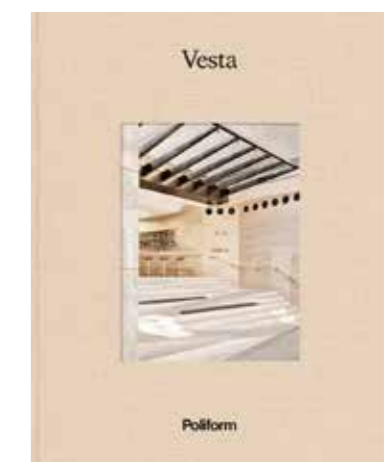
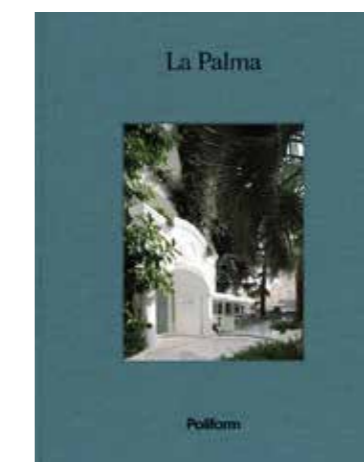
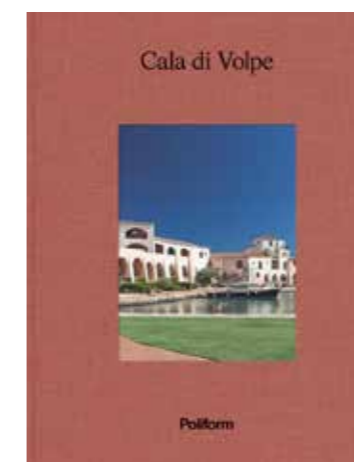
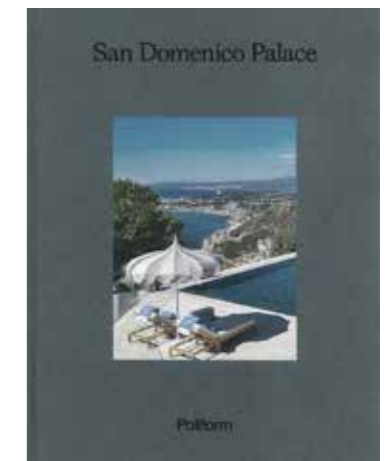
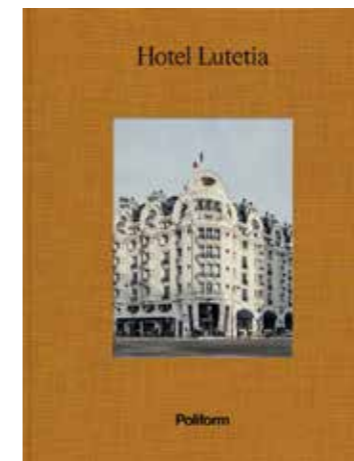
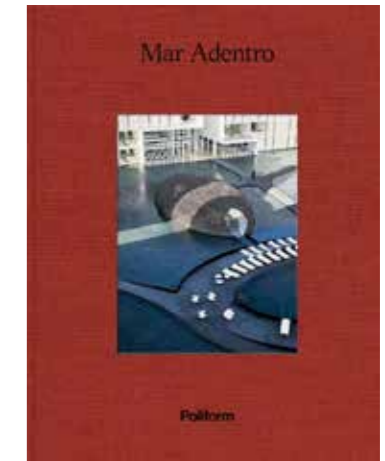
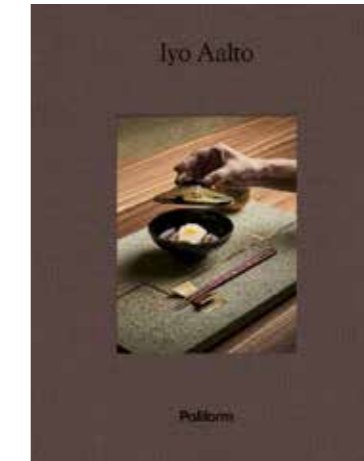
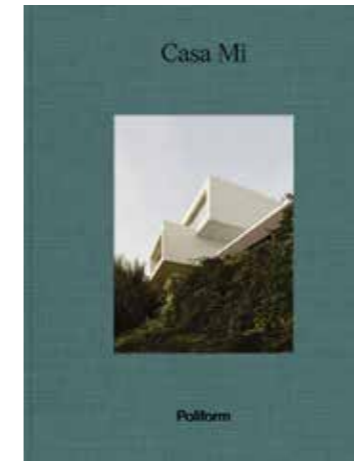
A team of approximately 30 people is in charge of meticulously monitoring every stage of the project, from feasibility studies to turn-key deliveries. These creative and production resources are also entrusted with improving the company technological know-how to ensure that Poliform can tackle increasingly diverse aesthetic and functional requirements: the Contract division is, in fact, able to manage small-medium supplies as well as large housing complexes, addressing each single case with customized solutions.

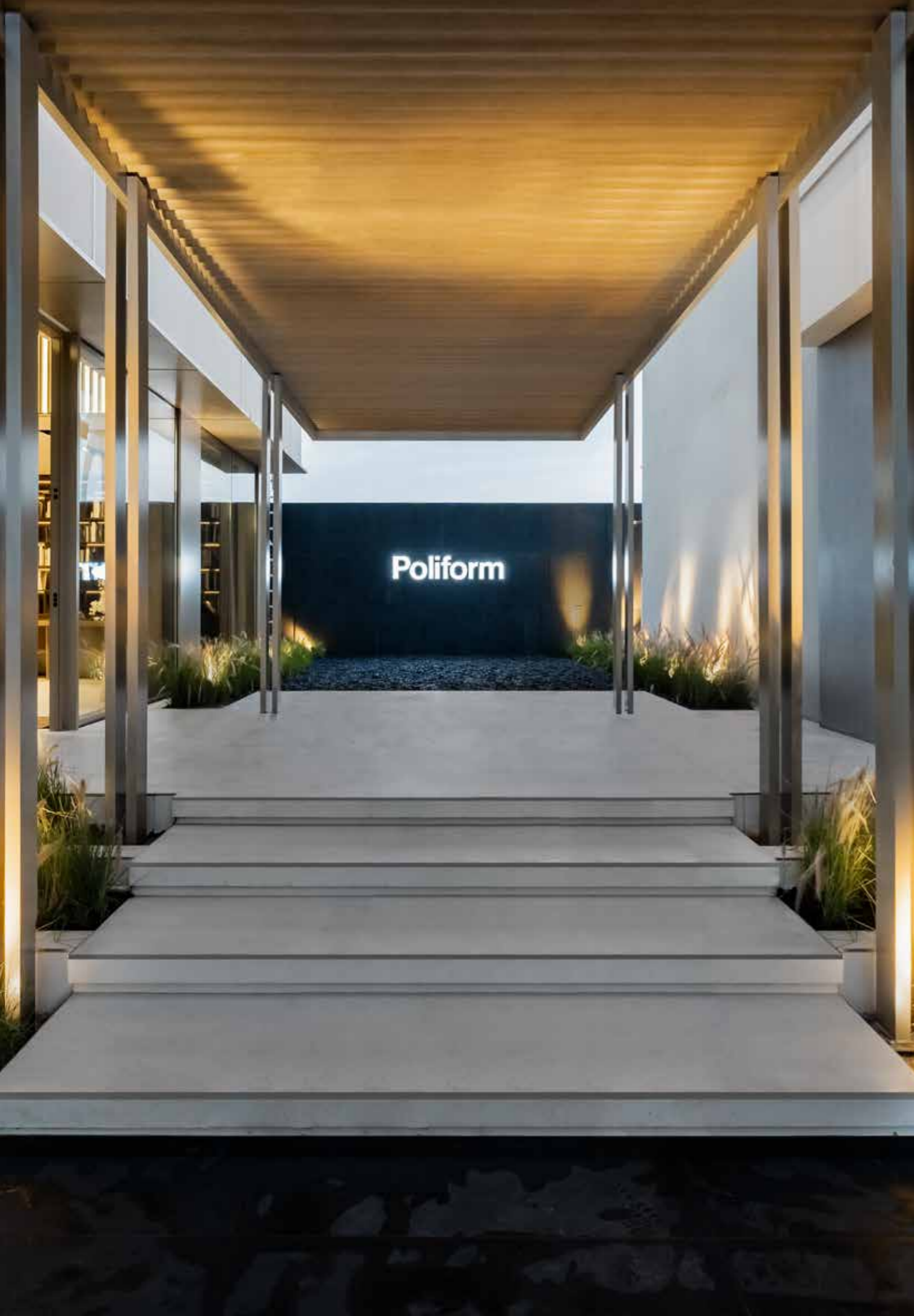
A specialized construction team, which coordinates all the resources involved in the production stage, oversees each work in progress.

With the adoption of ISO 9001 Poliform Contract guarantees a sound structure, appraised by a third-party certifying body. The certification attests to the governance of all aspects of the activity and guarantees the reproducibility of outcomes, working to continuously improve quality standards.

In 2019 Poliform launched an editorial project dedicated to the most noteworthy achievements of the Contract division.

The books illustrate Poliform's expertise through images and the dialog with architects and interior designers. Eight volumes have been published so far: Mar Adentro, Casa Mi, Hotel Lutetia, Iyo Aalto, Vesta, San Domenico Palace, 1859 Bel Air, Cala di Volpe and La Palma.





Value chain

Poliform value chain is articulated in an upstream network of local suppliers of materials (for the description of activities refer to the “Product - Quality and Made in Italy” chapter) and a downstream capillary distribution chain. Poliform caters mainly to stores and companies that specialize in be-spoke products.

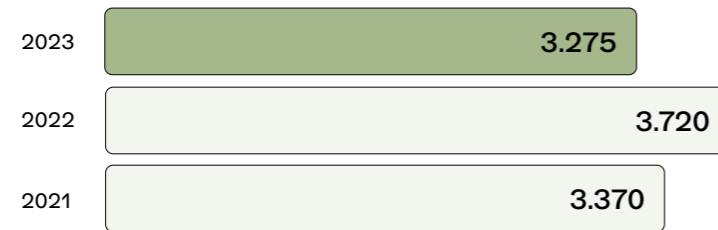
The company established a procedure tracked and managed by a dedicated internal department, structured and subdivided according to different types of products for what concerns reporting and complaints.

The Lab in Inverigo was created with the aim to increase the involvement and expedite the interaction between the company and its clients; the Lab is the exhibiting space where clients are invited to attend training courses and workshops on Poliform products, as well as view the latest collections.

Production is expressed in number of pieces subdivided in the following five macro-categories:

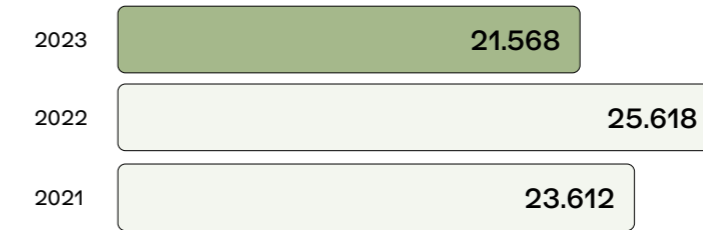
DAY SYSTEMS

Systems, bookcases



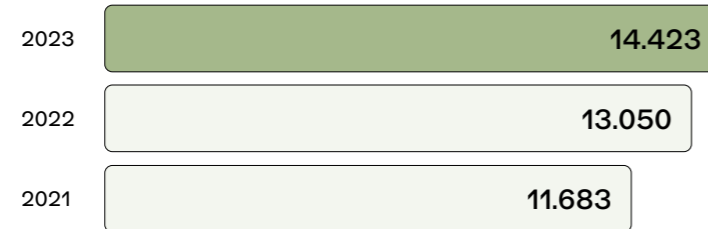
SOFAS AND ARMCHAIRS

Armchairs, sofas, seats and modular elements

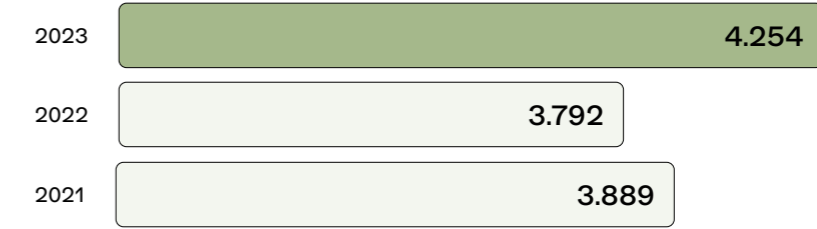


NIGHT SYSTEMS

Wardrobes, walk-in closets, lexington, senzafine drawer unit, set up drawer unit

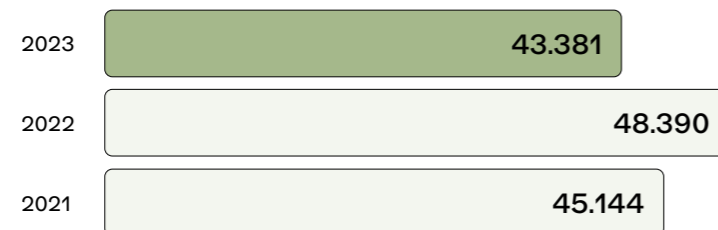


KITCHENS



COMPLEMENTS

Sideboards, tables, chairs, beds, chest of drawers and night tables, poufs, coffee tables, carpets



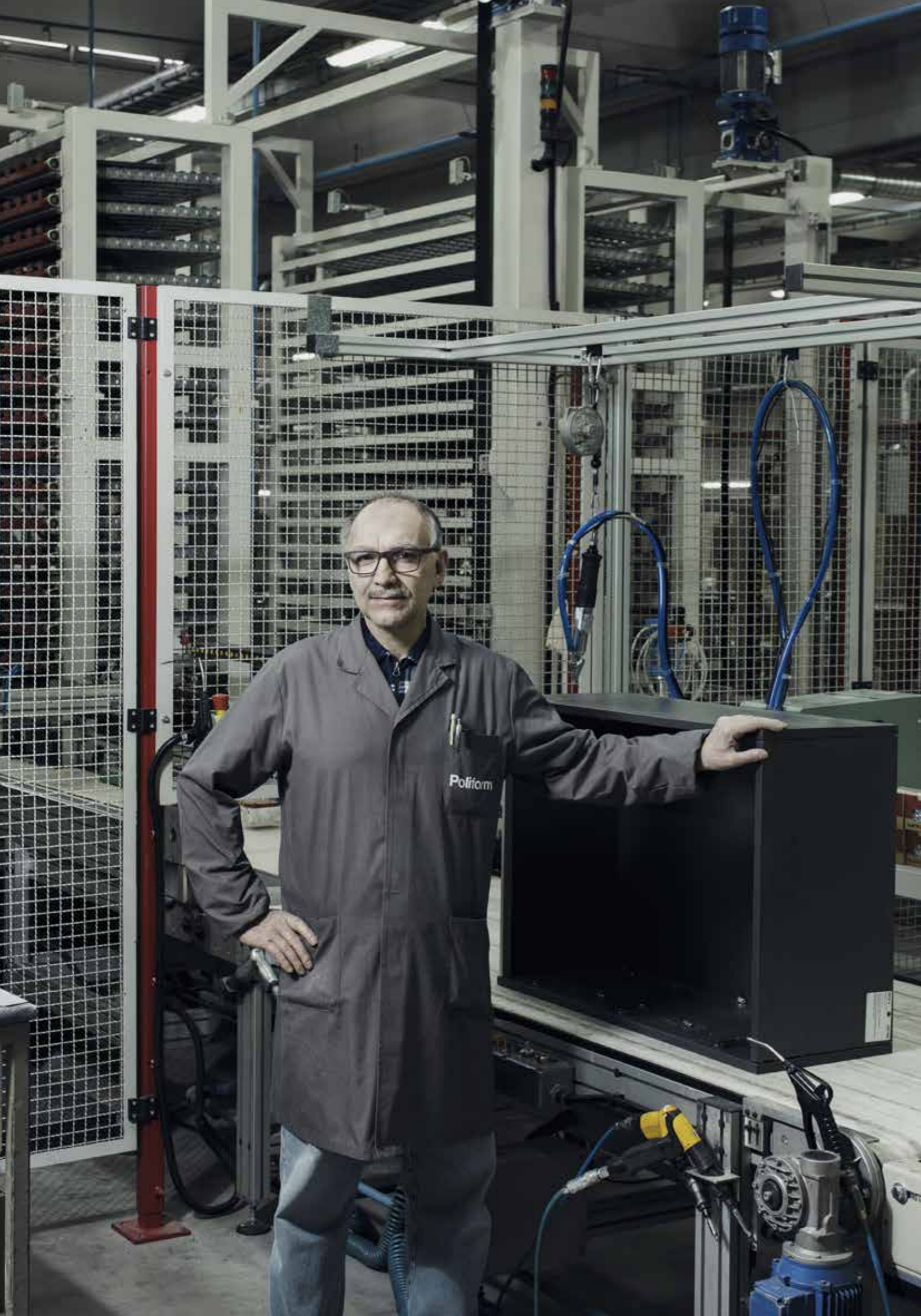
Market presence



Poliform has developed an international network that spans from Italy to the rest of Europe, from the USA to Brazil, from the Middle East to Southeast Asia; it is represented in 95 countries around the world with 400 authorized dealers, which include 110 single brand stores.

THE PEOPLE





A human company

An industrial excellence, whose true value are its people, a work ethos seen as social value and the protection of the territory.

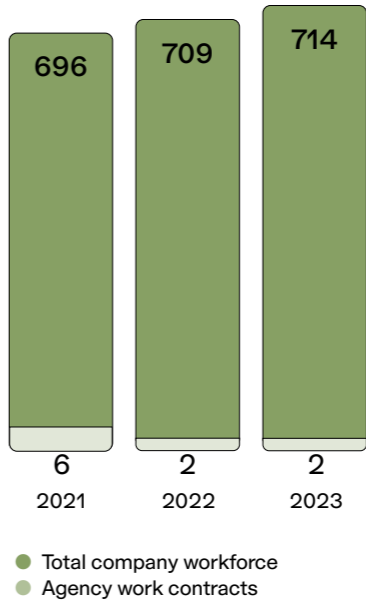
The dedicated consideration for people, as single individuals and as a community, is what drives Poliform to meet various needs and requirements, managing a series of initiatives aimed at improving the standards of life inside and outside the company.



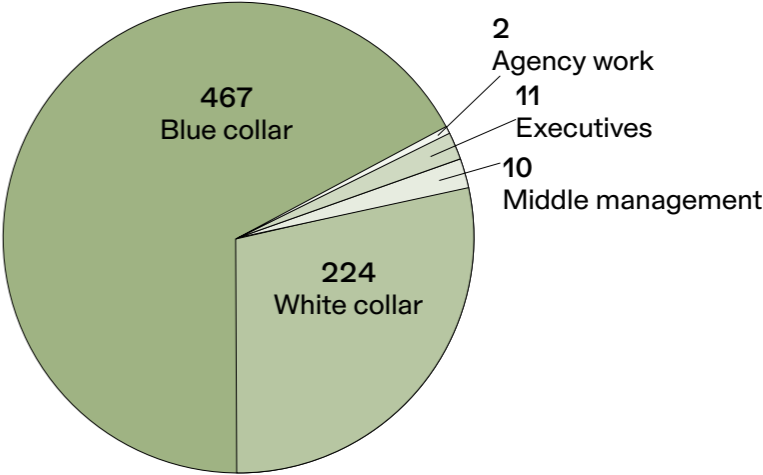
Company workforce

Poliform has been growing steadily both in term of sales turnover and personnel since its establishment. Company workforce consists of 714 people (712 directly employed by the company and 2 with agency work contracts) the highest number since its foundation.

Company workforce



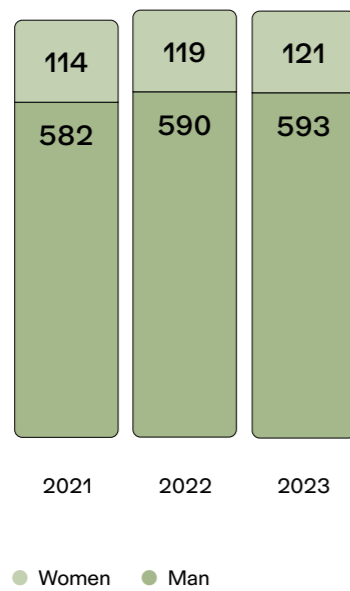
Company workforce according to contractual framework in 2023



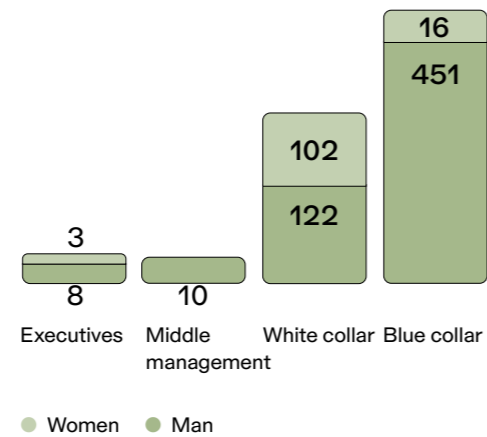
Data shows that the composition of workforce is rather stable for what concern gender percentages throughout the years. There are 121 women working the company, which translates in approximately 17% of total workforce. The presence of women is predominant in clerical jobs, where it reaches 84% of the total number of women employed, and 46% on the total number of employees. The number of male employees is predominant (97%) in the activities connected with production.

Approximately 51% of company workforce is in the 30-50 age group, even though there has been a steady increase in personnel under the age of 30 and over 50, in the three-year period being reported. It is to be noted that most of the work done in Poliform requires specific experience and different technical skills.

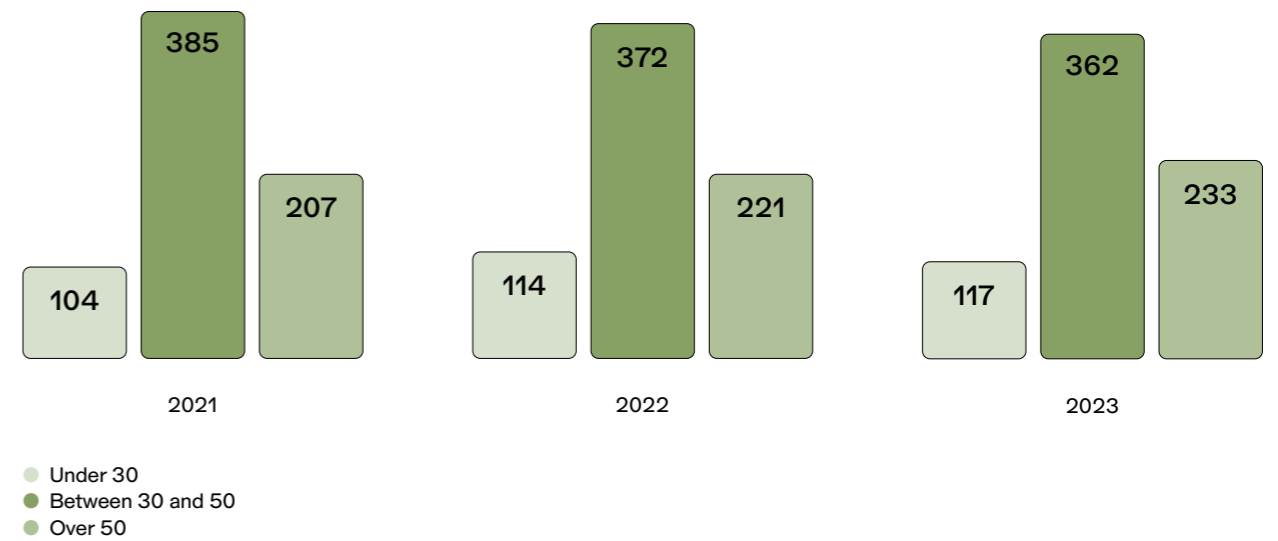
Company workforce by gender



Framework by gender in the year 2023



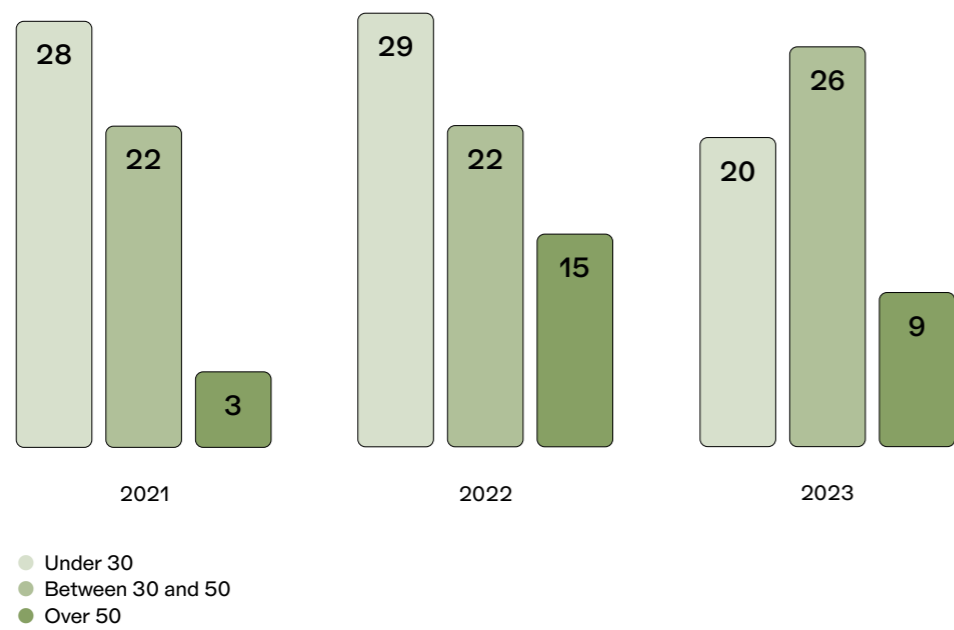
Company workforce by age group



712
people

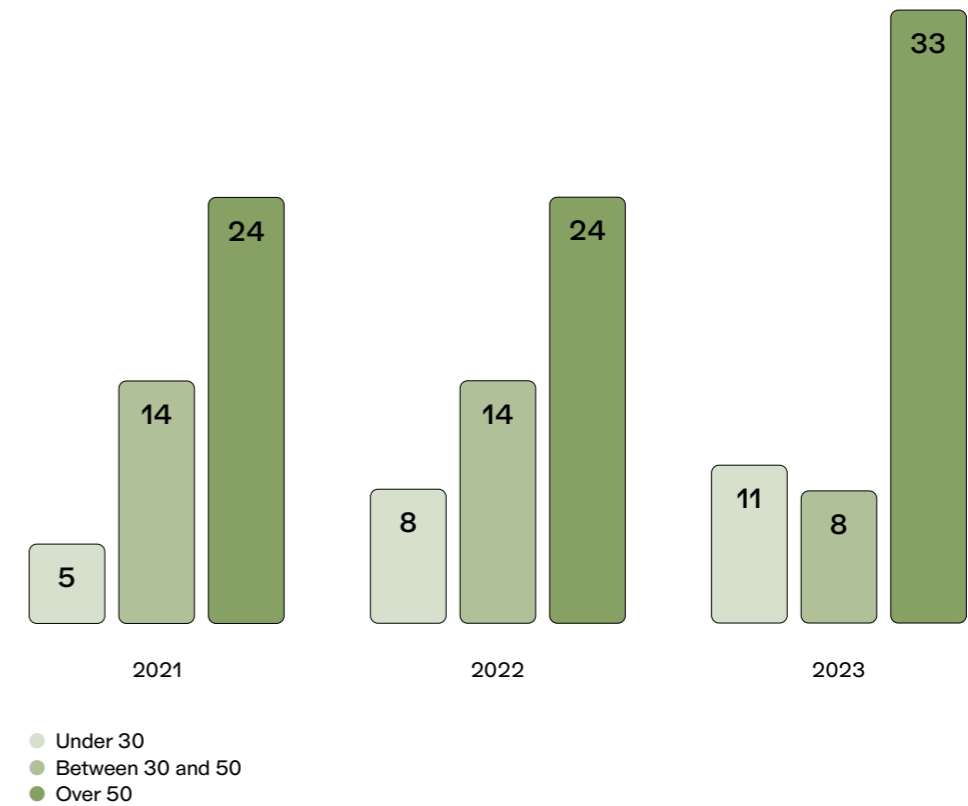
The employment of young people is a strongly felt issue; since 2021 Poliform has engaged in a recruiting campaign mainly targeted at people under 30, which led to the hiring of 20 young people (approximately 36% of total hires) in 2023 out of a total of 55 new hires.

New hires by age group



Nel 2023 sono uscite 52 persone in totale, di cui 31 (circa il 60% dei dimissionari totali) sono uscite per raggiungimento dei requisiti di anzianità.

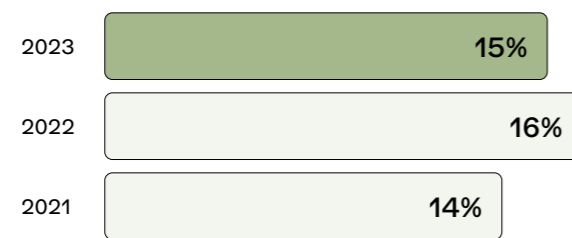
Separations by age group



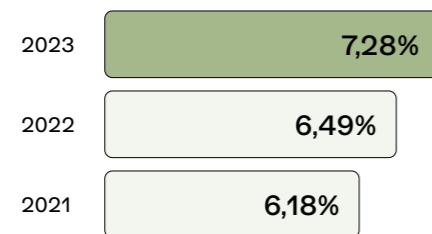
20
young people hired in 2023

Job security and the positive working environment in the company is confirmed by the analysis of personnel turnover, which remains stable, with a slight decrease in 2023, notwithstanding the tendency to job-hop which characterizes many workers in the current Italian job market.

Overall turnover rate

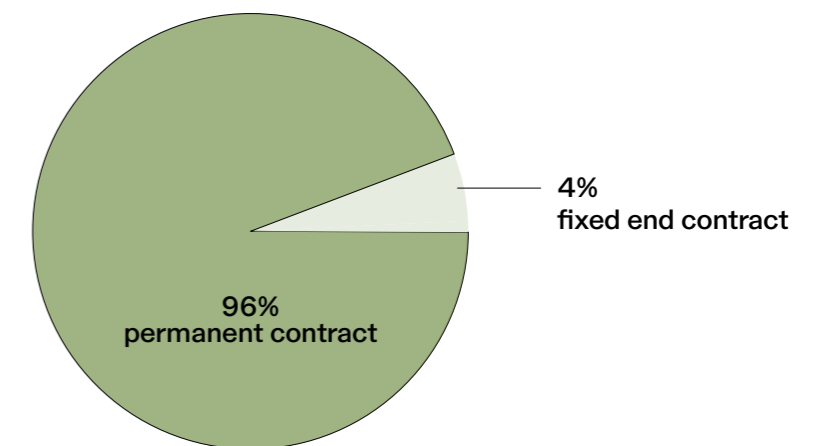


Negative turnover



In terms of type of contract, 96% of personnel has a permanent work contract which represent a further guarantee for long-term employment and job security.

Percentage of company workforce by type of contract in 2023

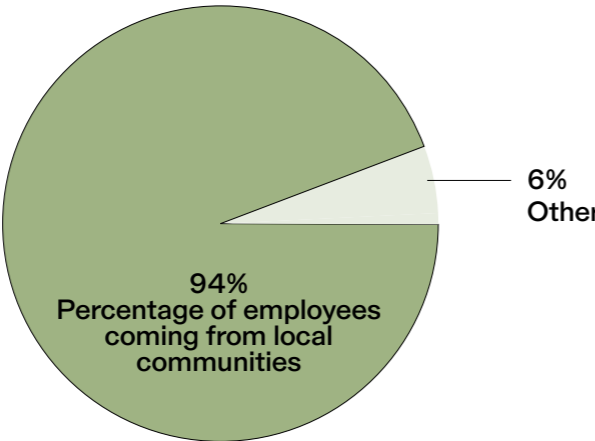


96%
Employees with permanent work contract

The creation of jobs in local communities is measured by the percentage of local employees, i.e. residents in the municipalities adjacent to Poliform's sites, on the total number of employees. The strong link with local communities is proven by the company's ability to create jobs in neighboring towns: approximately 96% of employees and 100% of senior managers come from local communities. Few employees work part-time schedules due to the nature of work, which requires a full-time presence in the company.

In 2023 four women and one man took parental leave.

Employees from local communities in 2023



94%
Percentage of employees coming from local communities.

WORKING SCHEDULES FOR MOTHERS

To make life-work balance easier, Poliform offers flexible working hours for working mothers. Women who have children under the age of 8 can have a shorter lunch break and leave work half an hour earlier. Thirteen women are currently choosing this option

CORPORATE RATES FOR EMPLOYEES

Poliform offers its employees the possibility to take advantage of corporate rates for insurance and banking services with various local banking institutions. The services of a local accounting firm are available to employees for filing tax returns. Corporate rates are also available in local shopping centers, auto mechanics, gyms, pharmacies and physical rehabilitation centers. Every employee receives luncheon vouchers.



Training

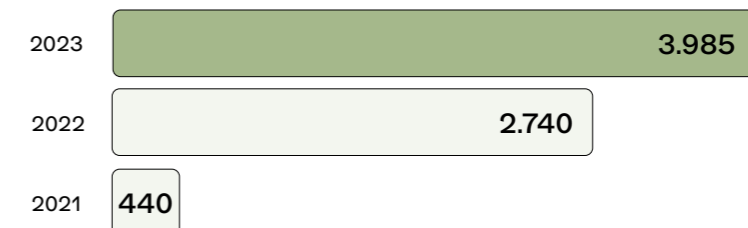
Poliform performs an annual analysis of the needs of each corporate function. The Human Resources department exchanges information with Function managers concerning their training requirements and evaluates the possibility of activating the courses.

The topics are diverse: from foreign language courses to more specialized ones, according to functions (graphic design, production planning, etc.). In 2023 Poliform was able to increase the number of hours of non-mandatory training by 113%.

In 2023, Poliform rolled out 400 hours of non-mandatory training and 3585 hours of mandatory training, with an overall 45% increase of training hours compared to 2022.

Training courses are subsidized, whenever possible, by corporate funds, such as FondImpresa (Italian interprofessional fund established by Confindustria) following approval by the trade unions.

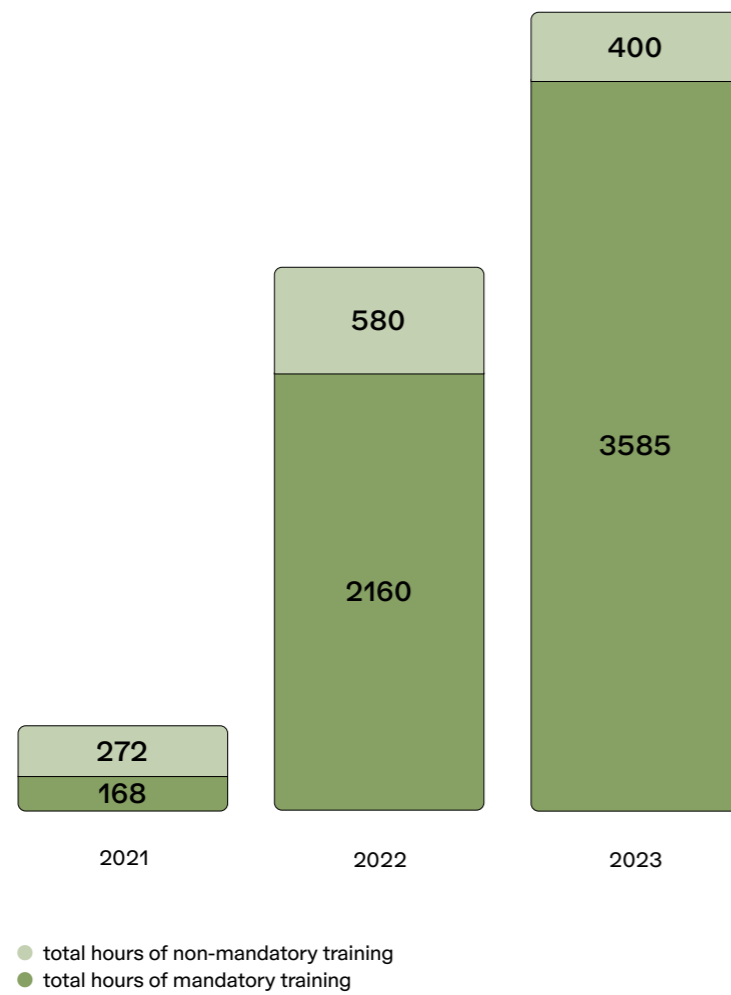
Total training hours



+ 45%

increase in the number of training hours

Training hours by type



CUSTOMER TRAINING AS A COMPETITIVE ADVANTAGE

Building an internal continuous training program is one of the fundamental elements for a company's development prospects. Likewise, creating customized training programs for their external stakeholders is crucial for those companies that intend to maintain a relationship based on trust, deriving competitive advantages and tangible long-term benefits.

Poliform has structured an internal department, staffed by two people, exclusively dedicated to training clients and their architects and interior designers.

The training courses, either as webinars or face-to-face sessions, are custom designed to meet the needs of the interlocutors and cover various topics, such as products, processes, software, price lists, etc.

Over the years all the courses have been collected and organized in a portal dedicated to training.



Health and safety

The concept of health and safety is shared at all levels, thanks to the support of the Head of the Prevention and Protection Service (in Italian RSPP, Responsabile del Servizio di Prevenzione e Protezione) and it provides for the full involvement of the corporate organization, from company management to employees.

In compliance with regulations, the company has developed a very specific assessment of the risks connected with workers health and safety. The risk assessment report, updated on a regular basis, examines every department and every processing stage. This assessment enabled us to identify all the safety risks linked to work activities and the prevention and protection measures to be put into effect. It also defines continuous improvement actions based on collected data.

Every year, in addition to regular inspections and maintenance on machinery, training sessions are organized on environmental and safety issues to raise awareness among workers and supervisors; in 2023 Poliform provided almost 3600 hours of specific training.

Eleven work related injuries were reported in 2023, 2 of which sustained while commuting to work, a decrease compared to the previous year, but with a slightly higher severity index, due to longer periods of sick leave.

Injuries, including while commuting

	2021	2022	2023
Number of injuries	12	15	11
Rate of injuries	1,80%	2,10%	1,72%
Sick leave due to injuries	271	245	275
Severity index	0,21%	0,19%	0,21%
Frequency index	9,46%	11,68%	8,61%
Type of injury	Hand wounds, commuting accidents	Feet contusions, commuting accidents	Hand wounds, commuting accidents

36%

of total hires are people under 30

714

employees

96%

employees with permanent work contracts

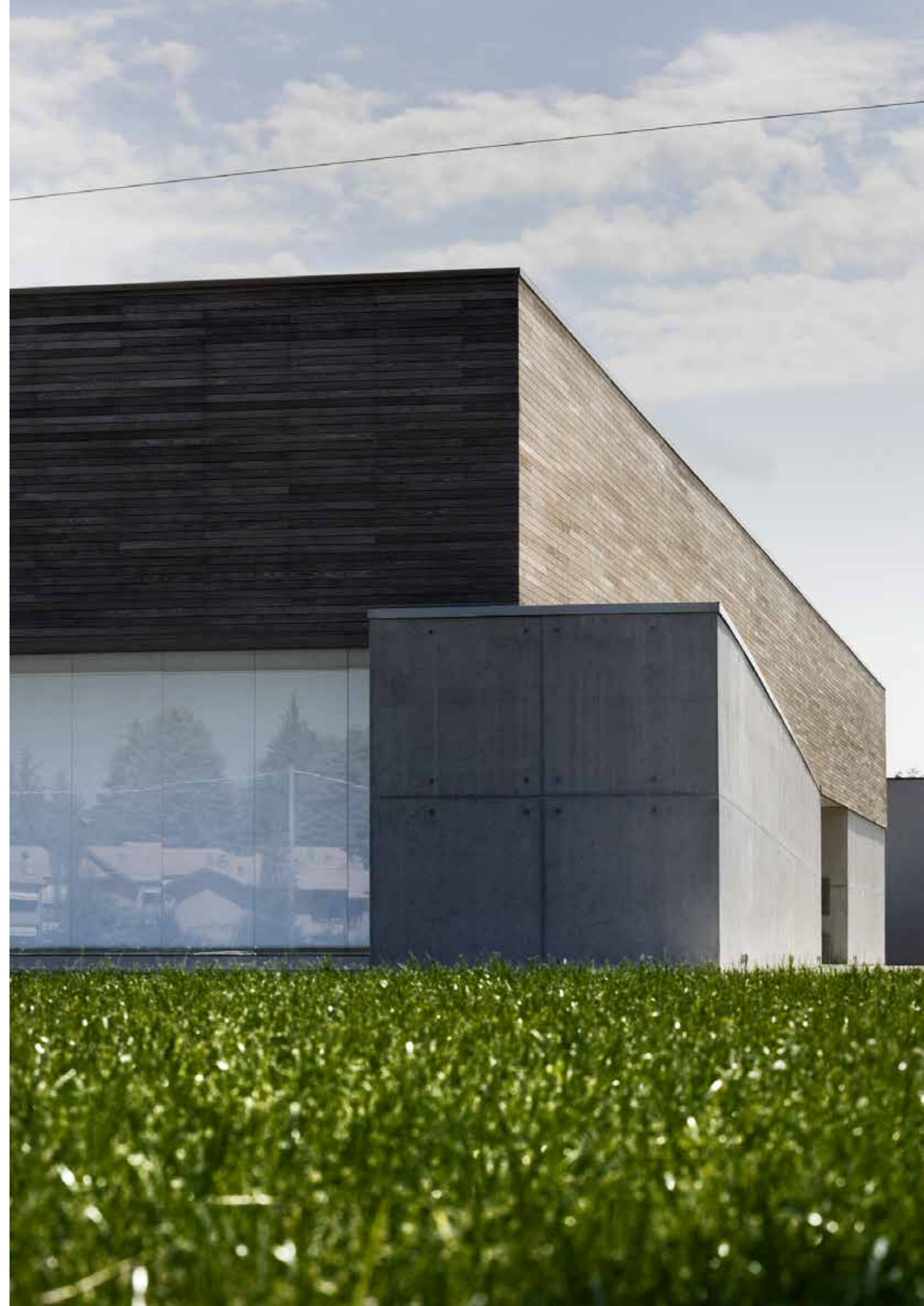
94%

of personnel come from local communities

400

hours of non-mandatory training

THE ENVIRONMENT





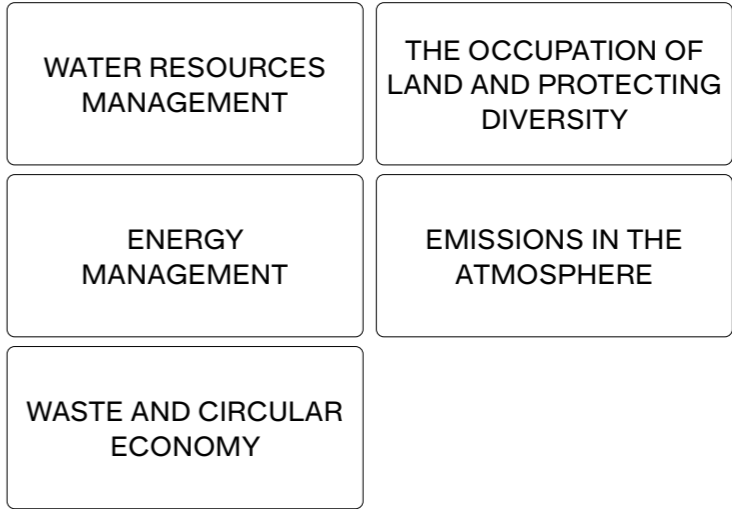
Environmental responsibility and protection of the territory

Poliform is aware of the role it plays in its community and is actively committed to safeguarding the environment and the surrounding territory.

The protection of the environment is behind every choice made by the company. The company has been promoting a culture of sustainability at every level for many years, from projects shared with suppliers to communication with customers. This proved to be a winning strategy: it gave us the possibility to efficiently apply the principles of circular economy, operating on the entire supply chain, and adopting system solutions that allow the best management of resources.

To better manage every environmental aspect connected to its activities, Poliform has adopted the UNI EN ISO 14001:2015 standard certified environment management system since 2018. The system, as well as keeping the full compliance with laws and regulations, aids the company in promoting the continuous improvement of its environmental performances and in defining risks and opportunities.

The most relevant environmental aspects and on which Poliform focuses all its efforts for improvement are:





Water resources

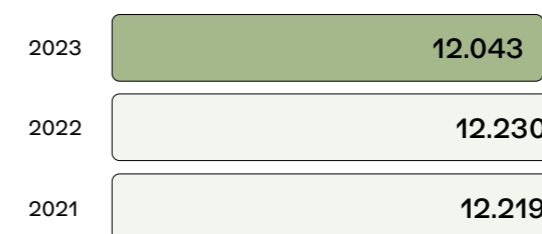
Poliform is committed to reducing its water footprint.

Most of the water consumption is for domestic purposes, and water is procured from the public water supply system.

Water resources are used in limited quantities during production and exclusively for painting processes. Spray paint booths, to be found in some of our facilities, are fitted with water recycling systems, where the same water is used for many cycles. There are no industrial effluents, any wastewater from spray paint booths is handled as waste.

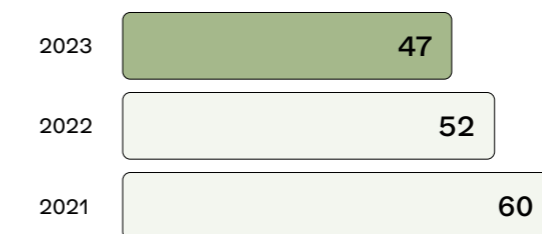
Water consumption for the three-year reporting period did not basically change, a sign of the attention paid by company personnel on the issue of saving water.

Trend of water consumption (c.m.)



A decrease of water consumption equal to more than 5 L/K€ sales turnover was recorded in the three-year reporting period.

Water consumption compared to sales turnover (L/k€)





Safeguarding the landscape

All company buildings, which stand out for their rational and rigorous architecture, were carefully built to integrate with the surrounding landscape.

The sites are located very close to each other to optimized intra-site shipments, reducing the distances and therefore emissions in the atmosphere.

All sites also include green areas to better blend with the surrounding landscape, promoting local thermoregulation and partially contributing to the absorption of greenhouse gas emissions produced by the company.

Poliform has seven sites located in the Brianza Legno e Arredo (wood and furnishing) district, covering an overall surface of 123.500 square meters.

Total surface of each company-owned site (sq.m.)

Site	Occupied surface (mq)
Poliform Lab Via Trento, 2 Inverigo	12.000
Poliform Headquarter Via Monte Santo, 28 Inverigo	16.000
Poliform Factory 2 Via Valassina, 4 Arosio	33.500
Poliform Sofas Factory 3 Via Cavolto, 37 Anzano del Parco	17.000
Poliform Factory 4 Via Pascoli, 143 Alzate Brianza (Mirovano)	8.500
Poliform Kitchens Headquarters Via degli Artigiani, 51 Lurago d'Erba	27.000
Poliform Contract Via Trento, 2 Inverigo	1.000
Poliform Outdoor Via Valsorda, Inverigo	2.500

123.500

total square meters



Energy management

Effective management of energy resources is crucial for Poliform, since it represents the environmental aspect with the highest impact in terms of consumption.

Our production plants are exclusively powered by electricity. Poliform's production units and offices are heated using energy produced by our own combustion power plants, which burn wood scraps to produce energy.

The Poliform sites of Anzano del Parco and Lurago d'Erba are fitted with photovoltaic plants which were put into operation in 2021. The new photovoltaic plant at the Mirovano site was put into operation in 2022; the new plant increased the self-production of energy from renewable sources by more than 25%.

In 2023 Poliform produced 607.600 kWh of electricity thanks to its photovoltaic plants, covering 7,6 % of the company's total energy requirements.

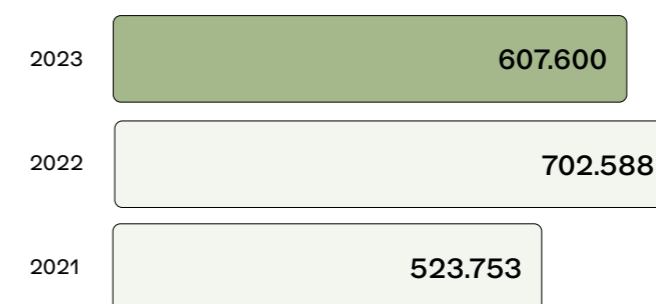
607.600
KWH produce electricity from photovoltaic plants

Self-produced electricity from photovoltaic plants (kWh)

	2021	2022	2023
Poliform Lab Inverigo (198kWP)	224.050	155.625	140.531
Poliform Sofas Anzano del Parco (279kWP)	247.217	265.847	234.523
Poliform Kitchens Lurago D'Erba (195kWP)	52.486	59.486	53.780
Poliform complements production Mirovano (50kWP)		221.630	178.767

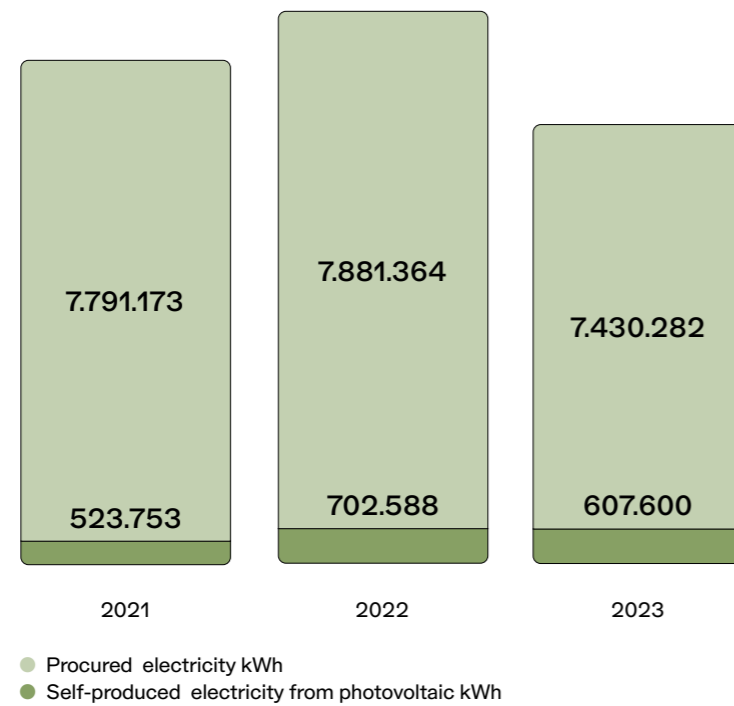
The following chart show the trend of self-produced electricity by the company's photovoltaic plants in the three-year reporting period. The decrease is due to the fact that production at the Inverigo site was suspended for approximately 3 months due to technical problems.

Self-produced energy from photovoltaic plants (kWh)

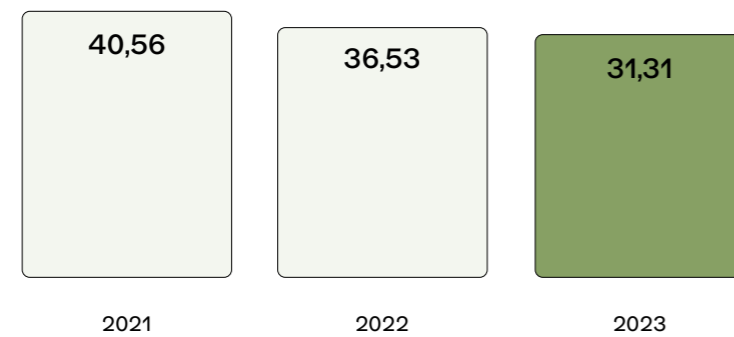


The consumption of electricity remained constant in the three-year reporting period; however, the same data compared to company turnover, shows a reduction trend of approximately 5 kWh every 1.000 € sales turnover in 2023 compared to 2022.

Trend of electricity consumption (kWh)

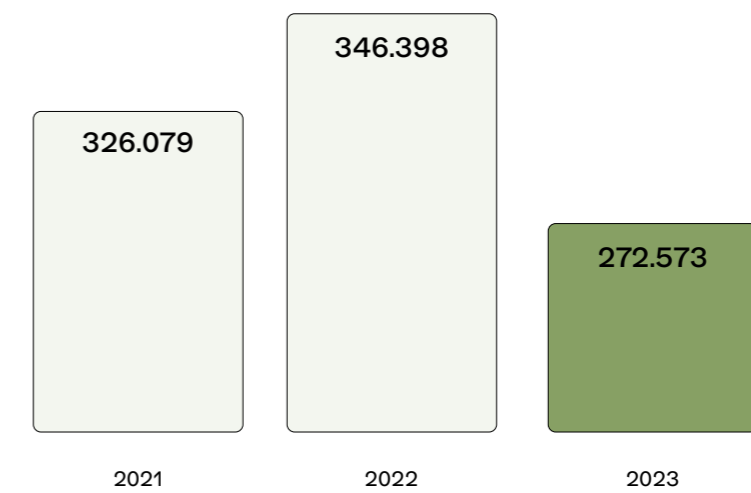


Electricity consumption compared to sales turnover (kWh/k€)



In addition to the thermal energy produced by the combustion of wood dust scraps, Poliform uses methane gas to heat its facilities. The increase in consumption recorded in the 2021-2022 two-year period is due to the installation of two new furnaces at the Mirovano site, which replaced the old diesel furnace. The two furnaces have a power of 1047 kw and 870 kw respectively, and are used to produce thermal energy both for manufacturing processes and heating work spaces.

Trend of methane gas consumption (scm)

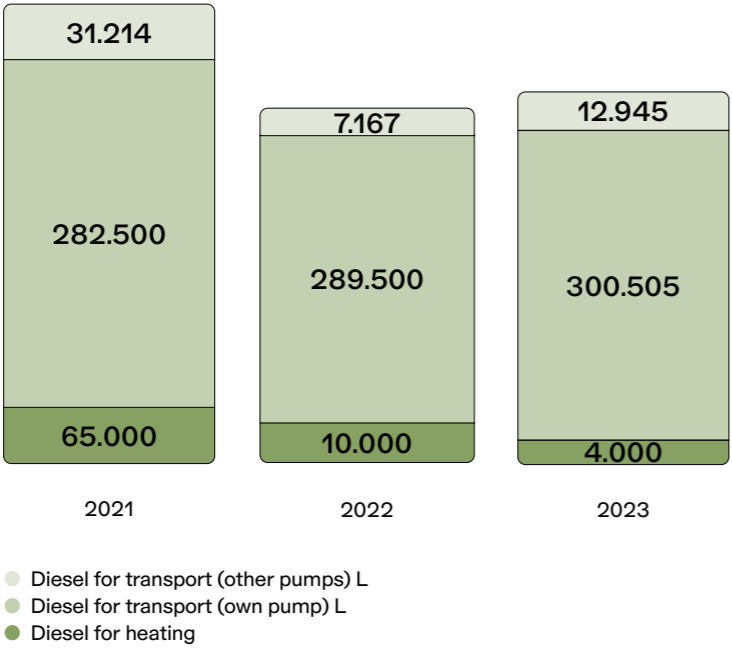


The first furnace was installed in September 2021, the second one in the second half of 2022. The actual decrease in the consumption of diesel fuel for heating purposes can already be detected from consumption data pertaining to 2022: the installation of the new furnaces resulted in a decrease in consumption for heating purposes of 55.000 L. Consumptions decreased a further 6.000 L in 2023.

Diesel fuel is also used for transport purposes; there is a fuel pump at the Inverigo site to refuel company's vehicles.

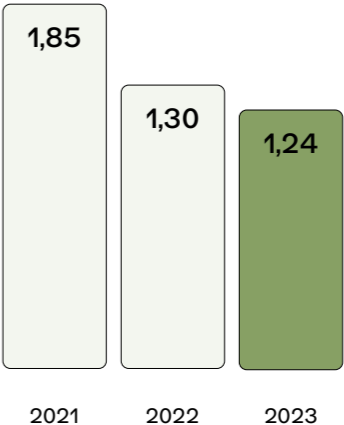
The chart shows the trend of diesel fuel consumption broken down according to use:

Diesel fuel consumption according to type of use (L)



The consumption of diesel fuel is also gradually decreasing both in absolute value and compared to company's turnover; in 2023 there was a decrease in consumption of diesel fuel of 0,06 L for every 1.000€ of turnover compared to 2022.

Diesel fuel consumption compared to company turnover (L/k€)





Emissions in the atmosphere

All production sites are fitted with chimneys which release the byproducts of wood cutting and painting processes in the atmosphere.

All chimneys are listed in the environmental authorizations of each facility and undergo routine inspections to verify the compliance with permitted emissions limits.

All inspections have always confirmed the full compliance with emission limits for every chimney.

Poliform has been conducting an analysis and inventory of green-house gas (GHG) emissions starting from 2019. Data for Scope 1 and 2 was revised in 2023, as detailed in the dedicated paragraph of the Methodology Note.

Direct emissions generated by company activities (scope 1) and indirect emissions resulting from the procurement of energy (scope2) were calculated. In detail:

- Scope 1: natural gas and diesel fuel consumptions, new installations of equipment containing coolant gasses.
- Scope 2: procured electricity

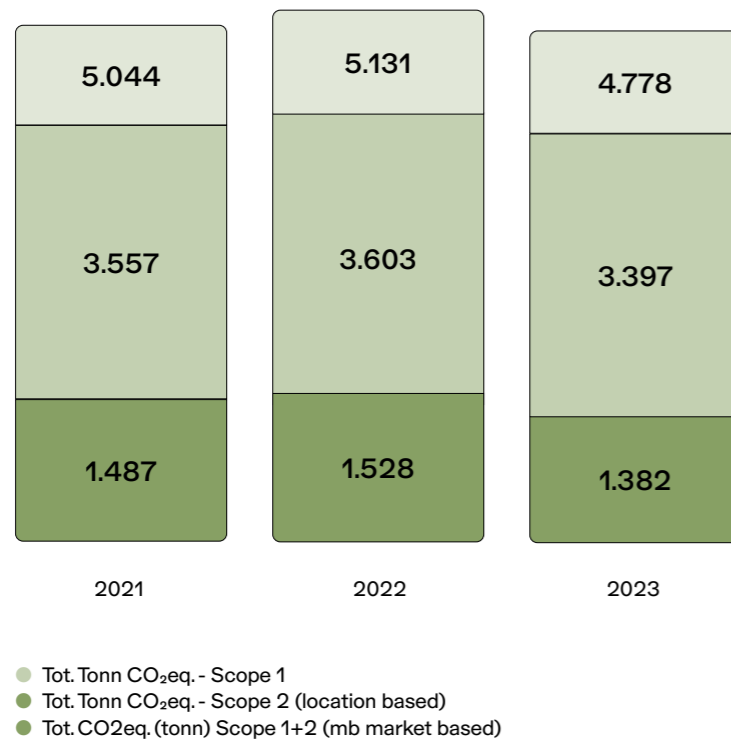
Scope 2 emissions were calculated using the “market based” method. Said method (MB Residual Mix) takes into consideration the energy delivered by the Utilities supplier net of Guarantees of Origin. This method supports accurate calculations of GHG emissions and closely represents the actual situation. The “location based” method, on the other hand, takes into consideration the national average energy mix.

GHG emissions (Tonn CO2 eq.)

	2021	2022	2023
Scope 1 Tons CO2eq	1.486,54	1.528,47	1.381,59
Scope 2 Tons CO2eq (location based)	2.012,46	2.001,87	1.887,29
Tons CO2eq - Scope 2 (market based)	3.577,22	3.602,97	3.396,75
Scope 2 Tot. Tonn CO₂ eq (Scope 1+2 market based)	5.043,76	5.131,44	4.778,34

The chart shows a reduction of Scope 2 emissions in 2023 compared to 2022, equal to a reduction of 206 Tons of CO2 eq.

GHG Scope 1 and 2 market based - Poliform



The self-production of electricity from renewable sources (photovoltaic plants) reduced the emission in the atmosphere by 154 tons of CO2 eq. in 2023.

The final balance of greenhouse gas emissions, expressed as tons of CO2 eq., shows a decrease of emissions in 2023 of 353 Tons of CO2 equivalent compared to 2022.

154
Tons of CO₂ avoided thanks to photovoltaic panels

-353
Tons of CO₂ compared to 2022



Waste and circular economy

The company has shown its commitment to tackle the important issue of waste management by implementing projects of circular economy over the years.

Reclamation of material and energy are privileged processes for waste diverted to third parties for processing, rather than being directed to disposal. The quantity of waste to be reclaimed in the 2021-2023 three-year period was over 94% of total waste generated. This result was obtained by carefully differentiating waste inside the company.

Hazardous waste represents a very small percentage of the total amount, equal to 4% in the three-year period.

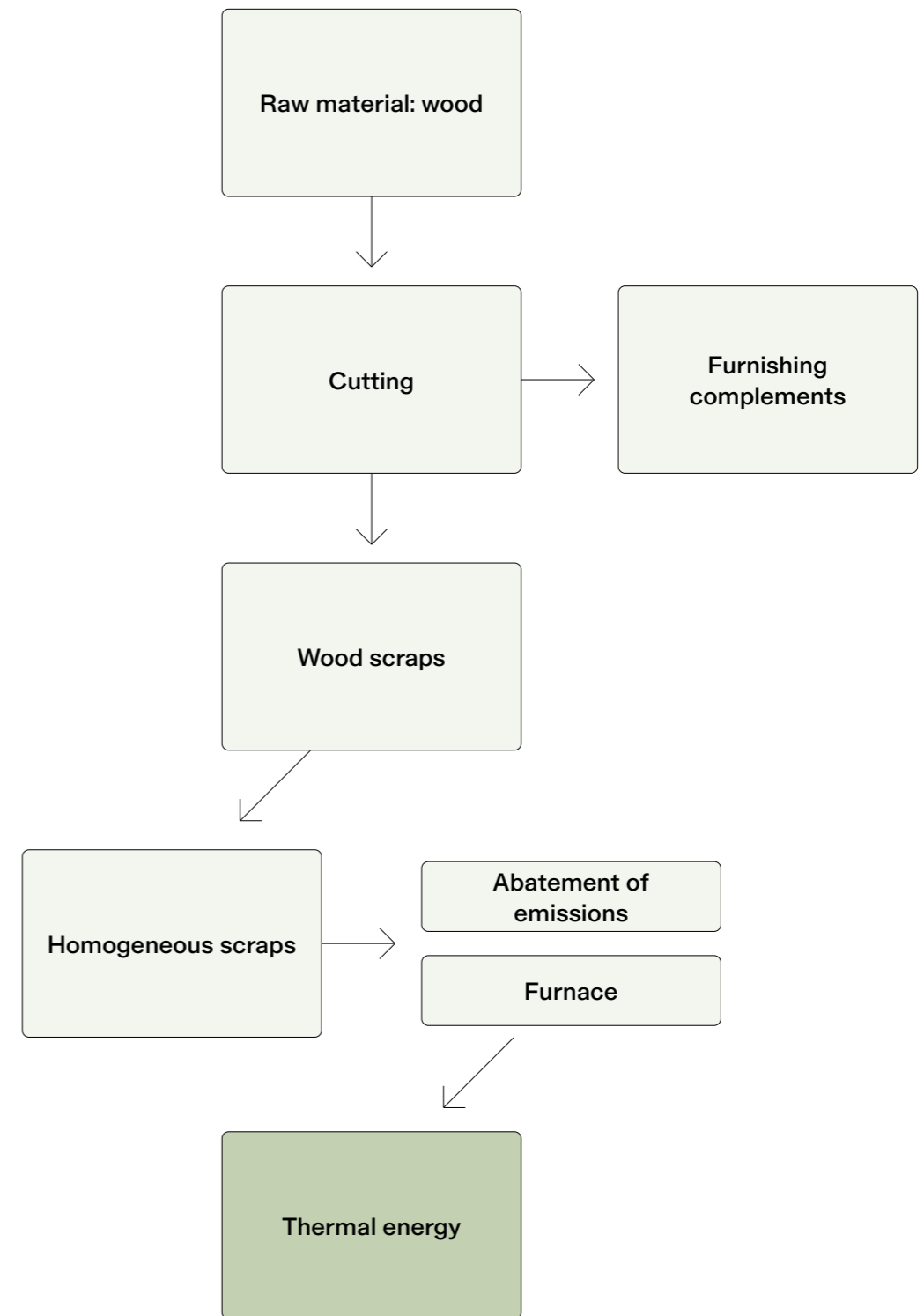
The company also installed the following plants to internally reclaim waste materials:

94%
of waste sent to recycling

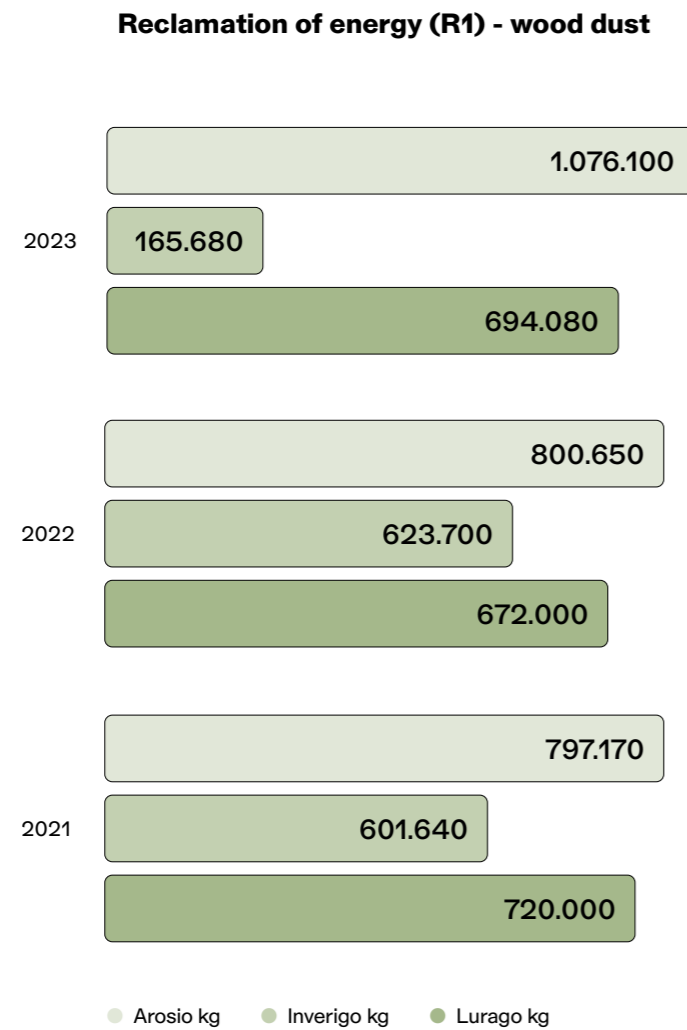
Reclamation of wood dust

Plants to produce thermal energy by combusting wood dust were installed at the Arosio, Inverigo and Lurago d'Erba facilities. Large quantities of wood dust, a byproduct of cutting scraps, is thus reclaimed to produce energy to be used internally in each production site. Approximately 2.000 tons of scrap wood are reclaimed every year, with a thermal yield of approximately 4 billion kilocalories.

2.000
Tons of recovered wood scraps



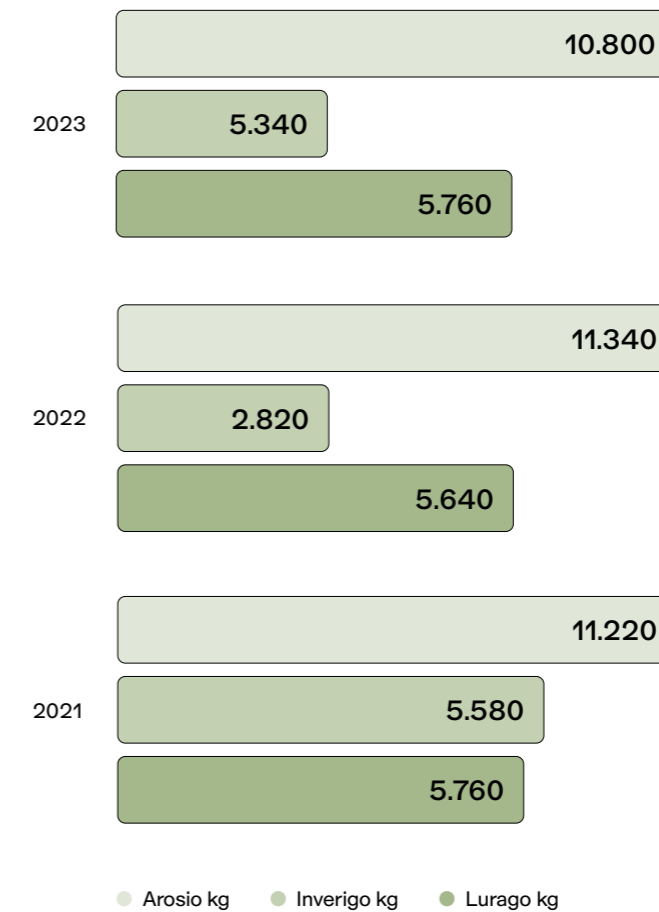
The following chart shows the quantities of wood dust reclaimed from each site in the three-year reporting period. The quantities of wood scraps reclaimed to produce energy are constantly increasing.

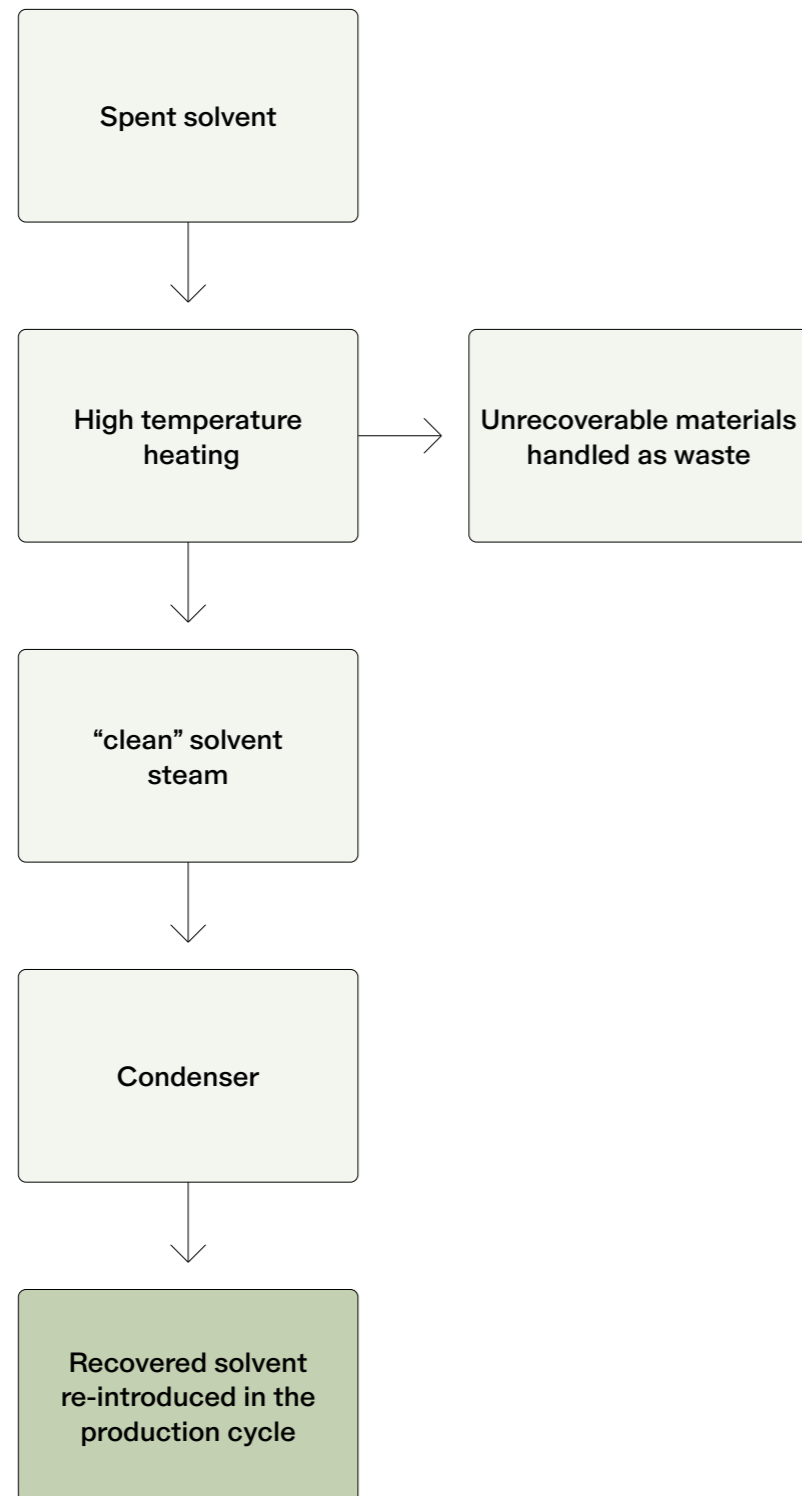


Distillation plants for spent solvents were installed at the Arosio, Inverigo and Lurago d'Erba facilities.

This solution was adopted to regenerate spent solvents to be later reintroduced into the production cycle, with obvious advantages in terms of reduced quantities of solvent purchased and the environmental impact and economic costs for their disposal.

Reclamation of materials (R2) - Solvents distillation





7.6%
of the company's energy requirements is self-produced from renewable sources

6.000 L
less diesel fuel for heating purposes in 2023 compared to 2022

5 kWh
A reduction of 5 kWh electricity every 1.000 € turnover in 2023 compared to 2022

154 tons
of CO2 equivalent emissions prevented in 2023 thanks to the self-production of electricity from our photovoltaic plants

353 tons
A reduction of 353 tons of CO2 compared to 2022

94%
of waste generated directed to reclamation projects

2.100 tons
tons of scrap wood internally reclaimed to produce thermal energy.

THE PRODUCT





“Made in Italy” quality

The key to Poliform's quality is the extensive knowledge of materials that has its roots in the artisan tradition of the Brianza district, one of the most important in the furniture industry at a global level. Poliform's production philosophy has allowed us, over time, to fine-tune a production method that makes the most of industrial processing to guarantee the best finished product.

This pursuit of quality is also based on an ISO 9001 standard certified management system for the Contract division, which Poliform has been complying with for several years. Focusing on continuous improvement, innovation and creativity, also means searching for excellence in the production chain.



Culture and know-how

Poliform's most valuable assets are its cultural heritage and technological know-how. With unlimited creativity and with the expertise inherited from the tradition of the best furniture district in the world, combined with cutting-edge know-how, Poliform can meet the needs of an international audience while maintaining a typically artisanal approach.

A team of 30 employees in the Research & Development department oversees the design of each product. The three artisan workshops – the beating hearth of the company – are the place where Poliform's production approach – the “magic triangle” – takes shape: the interconnection between design, craftsmanship and business. This is the place where we experiment, where wood species, shapes and colors are tested based on the input of internationally acclaimed architect and designers. At the end of this long prototype creation and development process, we start the product industrialization phase, which is based on a principle that exploits the product possibilities to maximum levels, to guarantee the highest quality.

Working spaces in our production facilities are rational, tidy and clean, and every worker cultivates the value of “doing things well”, being aware that it is a fundamental component of Poliform's quality.

30

people employed in R&D



Materials and processes

Poliform collection includes furnishing systems and complements for every area in the home, kitchens, bookcases, wall systems, wardrobes, beds, chairs, tables and upholstered furniture.

Poliform is highly committed to ensuring that all its products can perform their function over time, always guaranteeing the highest quality. Poliform adopts a clean and minimalistic style, without non-essential details, to develop products that will last in time. This aesthetic longevity is combined with high-quality design, high levels of engineering in our modular systems, the accurate choice of raw materials and the safety of flawless installation.

To guarantee the longest possible life cycle, Poliform furnishings are designed to be easily repurposed or recycled at the end of their life cycle.

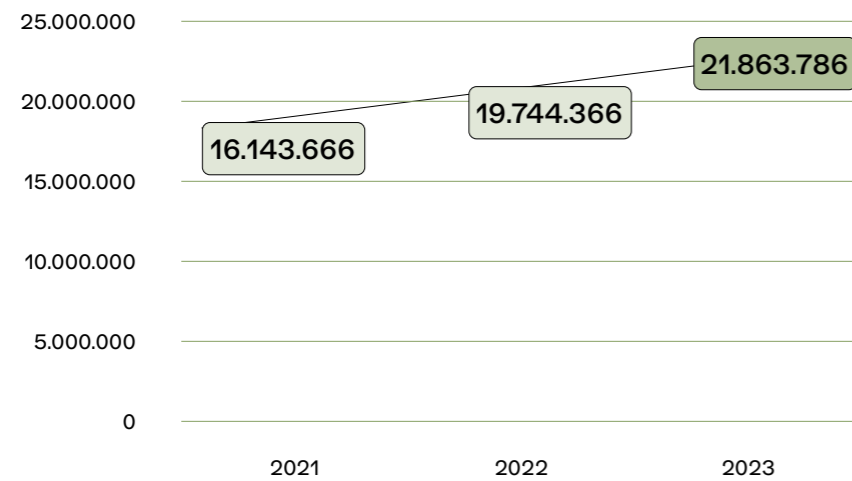
The following tables show the procurement of raw materials. Poliform growth trend and expansion is evidenced by the steady increase in purchases in all categories, which matches the growth trend of sales listed in the chapter dedicated to the history of the company.

Wood. The raw material most used by the company, and which made it possible for Poliform to become a leading brand in the wood-furnishing sector.

Wood is 100% natural, recyclable and the product used to make the majority of Poliform's products. The FCS certification guarantees sourcing from responsibly managed forests and the sustainability of the entire supply chain.

Wood-based products are completely recyclable to reclaim material or energy (see chapter 3 on the reclamation of wood scraps).

Wood based materials(€)

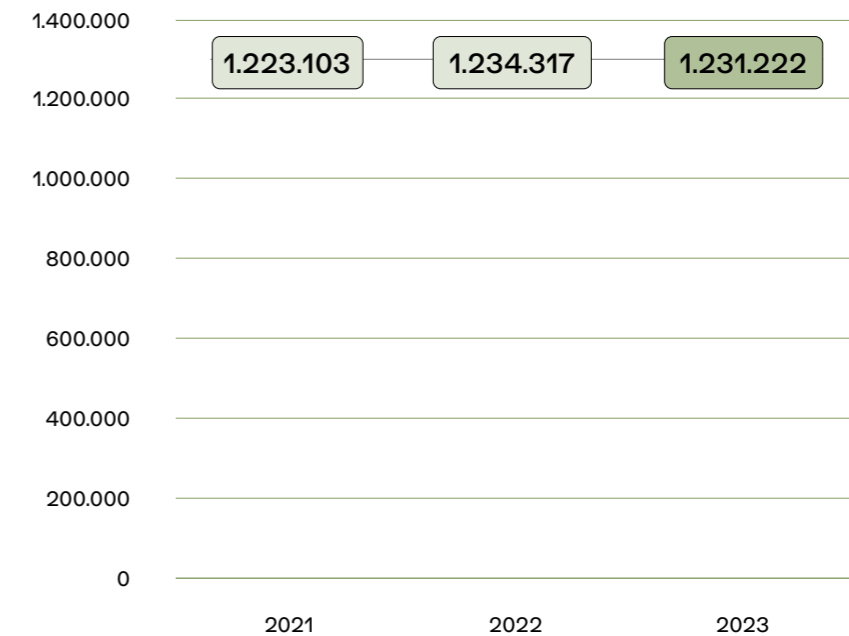


Plastic and derivates. Poliform uses mainly plastic materials for coating furnishing complements. ABS and polyethylene are predominantly used.

ABS is a very durable plastic that does not corrode easily. Given its properties, it can be heated repeatedly and is considered one of the most suitable plastic materials for recycling. It is also impact resistant and extremely durable. Polyethylene or polyzene is a thermoplastic resin with excellent insulating properties and chemical stability. It is a very versatile, inexpensive material.

Synthetic materials, such as Corian and PVC are also used in the Kitchen division.

Plastic and derivates (no.)

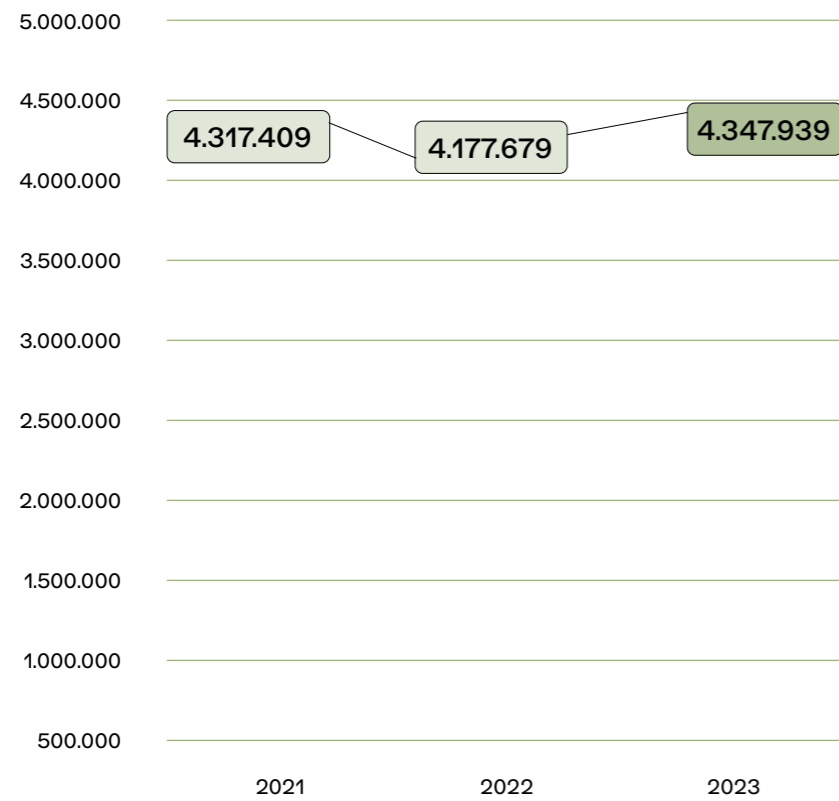


Semi-finished metal products. The handles, feet, bases and frames of Poliform's furnishings are made of steel and aluminum.

Steel is the most recycled material in the world, with a recycling rate of 70%, and in some applications even well over 90%.

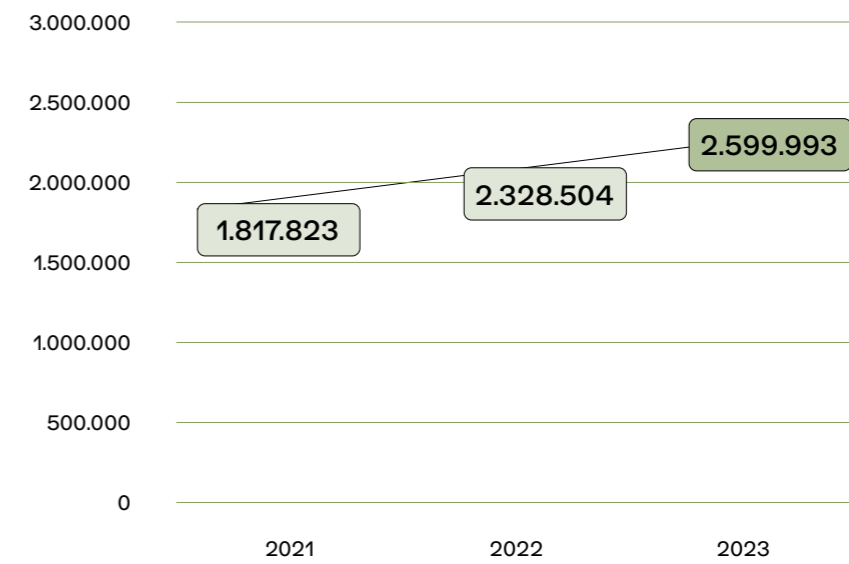
Lightweight aluminum is an extremely durable material and is 100% recyclable.

Semifinished metal products (no.)

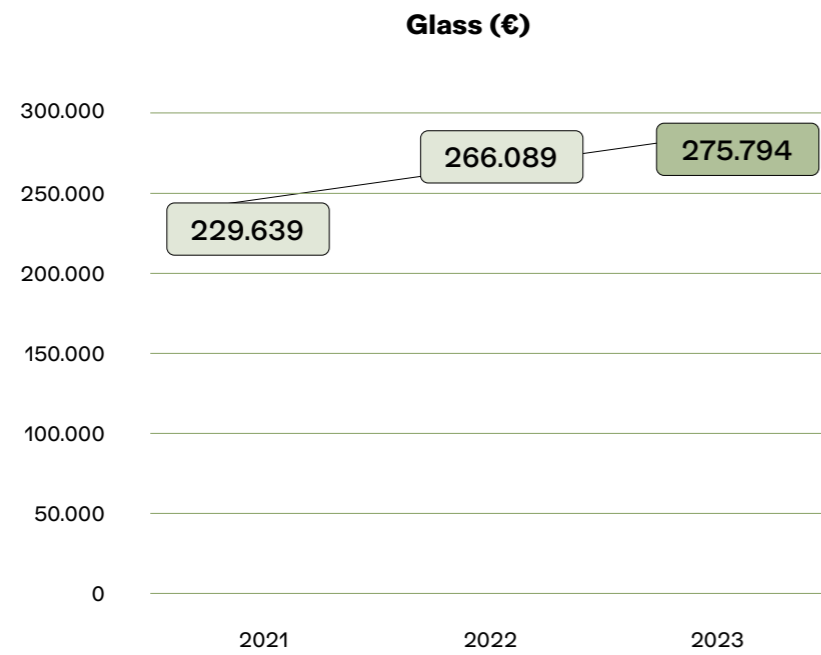


Marble, ceramics and other natural materials. The employment of natural materials, such as marble, ceramic quarts and a variety of other materials, is of great importance in the Kitchen division.

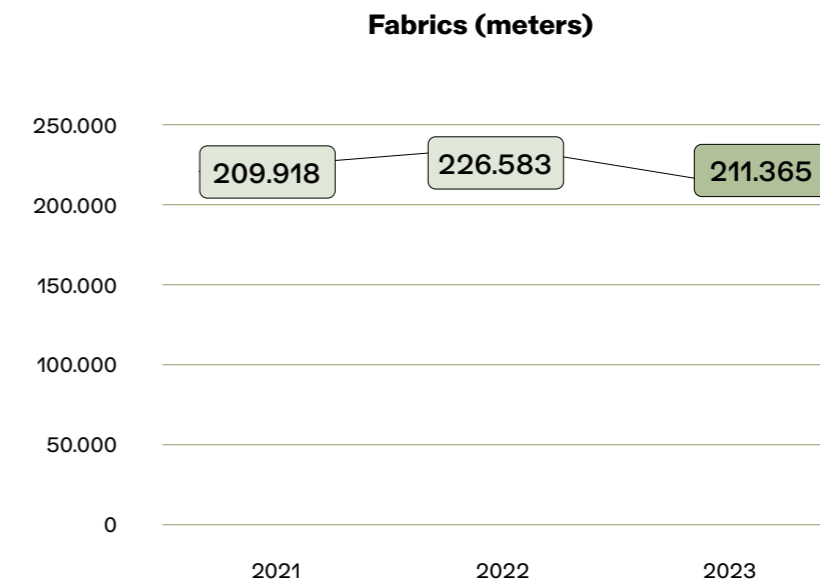
Natural materials (€)



Glass. Poliform employs glass to produce tables and coffee tables tops, and cabinet doors. Glass can be considered for all intents and purposes an “everlasting material”: glass can, in fact, be recycled repeatedly, without loss of material or quality.



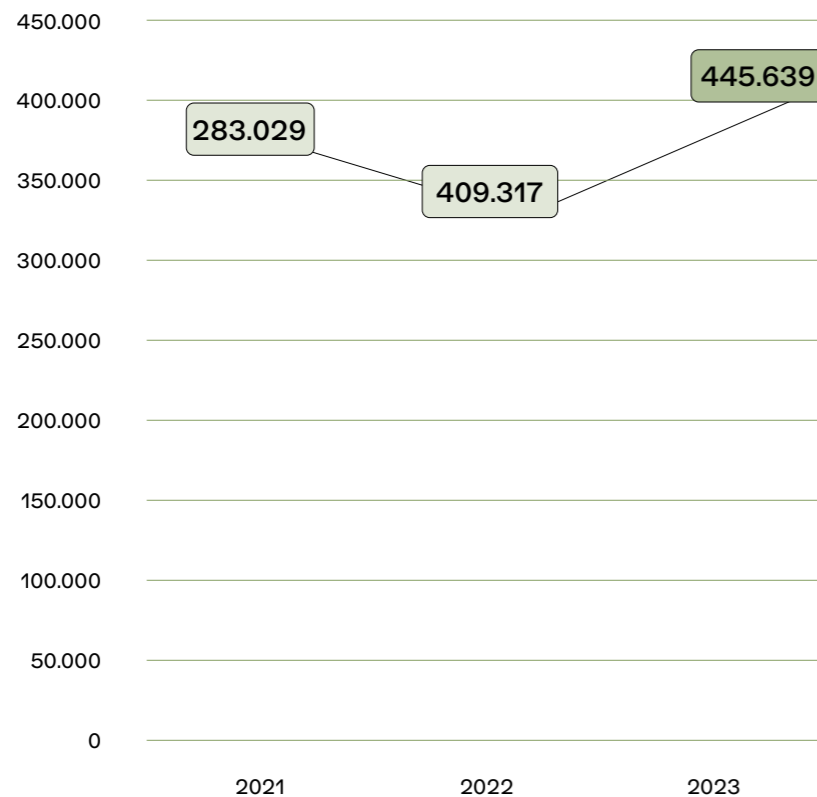
Fabrics. They are used in our upholstered furniture divisions. Poliform mainly uses fabrics made with natural fibers, such as cotton and linen, or artificial fibers, such as viscose. Natural fibers are considered, by their nature, to be sustainable, given their recyclability and the limited consumptions of auxiliary resources (such as chemicals or energy employed during the processing/production stage). Poliform works with a selected network of local suppliers, chosen for their reliability, traceability, and transparency. The fabrics are chosen based on their sustainability characteristics and the performance of the finished product.



Auxiliary chemicals. Some processes, for example gluing and painting, require the use of auxiliary chemicals. Our industrial processes are optimized to reduce the consumptions of chemicals according to the production unit, and consequently, reduce the risk connected to each auxiliary material.

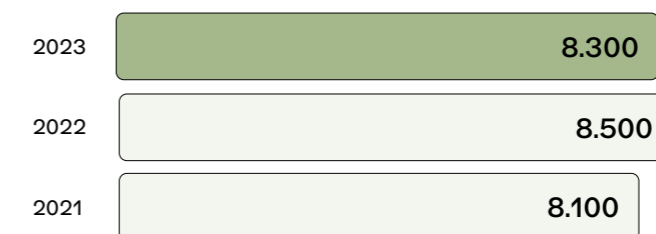
To this regard, the company is researching the best possible solutions available for painting processes, preferring water-based paints to the solvent-based ones. This solution, in addition to obvious advantages in terms of health and safety in the workplace, has resulted in a lower impact on the environment for what concerns the risks associated to hazardous waste

Auxiliary chemicals (kg)



Paper for office . Since Poliform is a product design and development company, paper still plays a key role in our day-to-day work. However, the company is engaged in an awareness campaign to reduce printed documents in the office. In addition, paper is entirely procured from FSC sources. Paper consumption in absolute value is steadily increasing with the increase of personnel.

Purchase of paper for office use (500-sheet reams)



SUSTAINABLE PACKAGING

Sustainable packaging: internally produced to avoid waste. Per ridurre l'utilizzo di materiali plastici e fornire al cliente un imballaggio 100% riciclabile, Poliform ha scelto di sostituire tutti gli imballaggi in plastica esterni con imballaggi in cartone riciclato. L'azienda è riuscita a evitare l'utilizzo di derivati dalla plastica anche per gli imballaggi interni degli imbottiti (poltrone, divani e letti), dove il polistirolo è stato sostituito con del cartone riciclato. La soluzione adottata garantisce un'elevata flessibilità e una riduzione degli sprechi: la produzione interna degli imballaggi consente di evitare la standardizzazione dei materiali ed è quindi facilmente adattabile all'estrema variabilità dimensionale dei prodotti Poliform. Per quanto riguarda la divisione imbottiti, ogni anno vengono utilizzati circa 3.000.000 metri quadri di cartone riciclato.



Supply chain

The supply chain is a fundamental part of Poliform's value chain, which is why the company has chosen to work with a network of mainly local suppliers (artisans and others), who offer a priceless combination of creativity and experience. Thanks to its procurement policy and the compliance with official certification programs, Poliform guarantees that purchased materials meet the conditions that the company has committed to comply with in terms of human rights and environmental standards. 97% of Poliform's suppliers come from Italy and 86% from local areas.

3%

Foreign suppliers

97%

Italian suppliers

16%

Suppliers from other regions

84%

Suppliers from Lombardy

FSC® Chain of Custody (responsible paper chain - Certificate No. ICILA-COC002489)

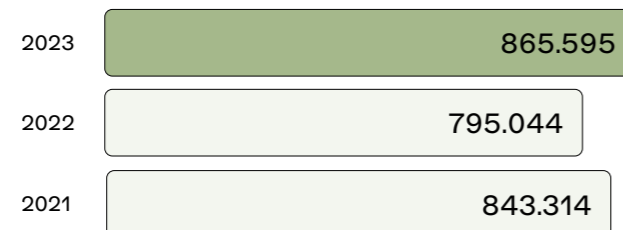
The FSC Custody Chain certification guarantees the traceability of materials, ensuring they are sourced from FSC certified forests, and it is indispensable to affix FSC labels on the products.

This certification, one of the better known and most recognized in the world, guarantees that the raw material used to produce our furnishing systems consists of material sourced from responsibly managed forests or from recycled material. The company has been complying with these requirements since 2013.

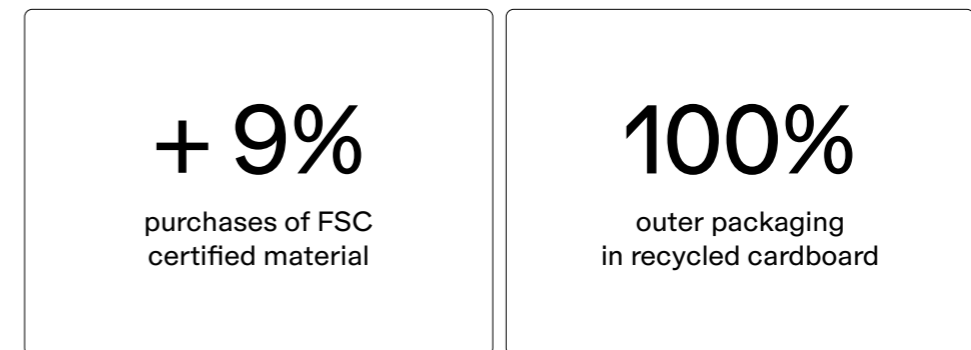


N° certificato ICILA-COC002489)

FSC material (sq.m. purchased):



The **TSCA Title VI standards** aim at reducing and testing formaldehyde emissions from wood-based materials used in the United States of America. The TSCA Title VI certification, a natural extension of the Californian CARB certification, has also been adopted as a reference standard by important multinational corporations in the wood-furnishing sector, thus influencing many European manufacturers of semi-finished or finished products.



THE COMMUNITY



The value of a local dimension

Poliform's main strategic asset is the valorization of the "Made in Italy" brand and its territory, recognizing the impact that its industrial activity has on the community, both in terms of social development and common economic wellbeing.

This is why the company is pursuing high ethical and deontological standards. The company focuses, in particular, on the concept of work ethics, which, in addition of representing a value in itself, guarantees business continuity which benefits all group's stakeholders (employees, suppliers, customers, the public administration).

Poliform also focuses on improving the quality of life, placing people at the center of its sphere of attention. In addition to internal initiatives for its employees, the company has developed a series of social activities, to protect the environment and support culture, with the firm conviction that today, more than ever, a business must be socially responsible, at the service of the territory, the local community and the system in which it operates.

Projects for local communities

One of the foundations of Poliform's philosophy is the attention paid to people, both as single individuals and as a community. In this perspective of social responsibility, the company has, over the years, implemented various initiatives benefitting its employees, younger generations, and the artistic and environmental heritage of the community in which it operates.

Poliform also supports cultural development and research programs with publications and competitions and has been sponsoring charities operating in various sectors.

Worth mentioning among the various philanthropic initiatives sponsored by Poliform are the contributions to several foundations, associations and in general non-profit organizations which are active in humanitarian projects in Italy and abroad. Significant is the support to the Comunità San Patrignano, UNICEF, the Cancro Primo Aiuto non-profit organization, the Umberto Veronesi Foundation and the Don Gnocchi Foundation, as well as the parishes connected with the company's sites and other local associations.

Poliform is a member of Confindustria Como, the FederlegnoArredo federation, the Associazione Disegno Industriale. It is also a FAI – Fondo Ambiente Italiano (Italian Fund for the Environment) Golden Donor.

THE VALUE OF SPORT

Aware of the value of sport for the well-being of individuals and the community, Poliform actively sponsors sports clubs at the municipal and national level. Corporate membership fees at gyms and sports facilities are available to Poliform's employees.

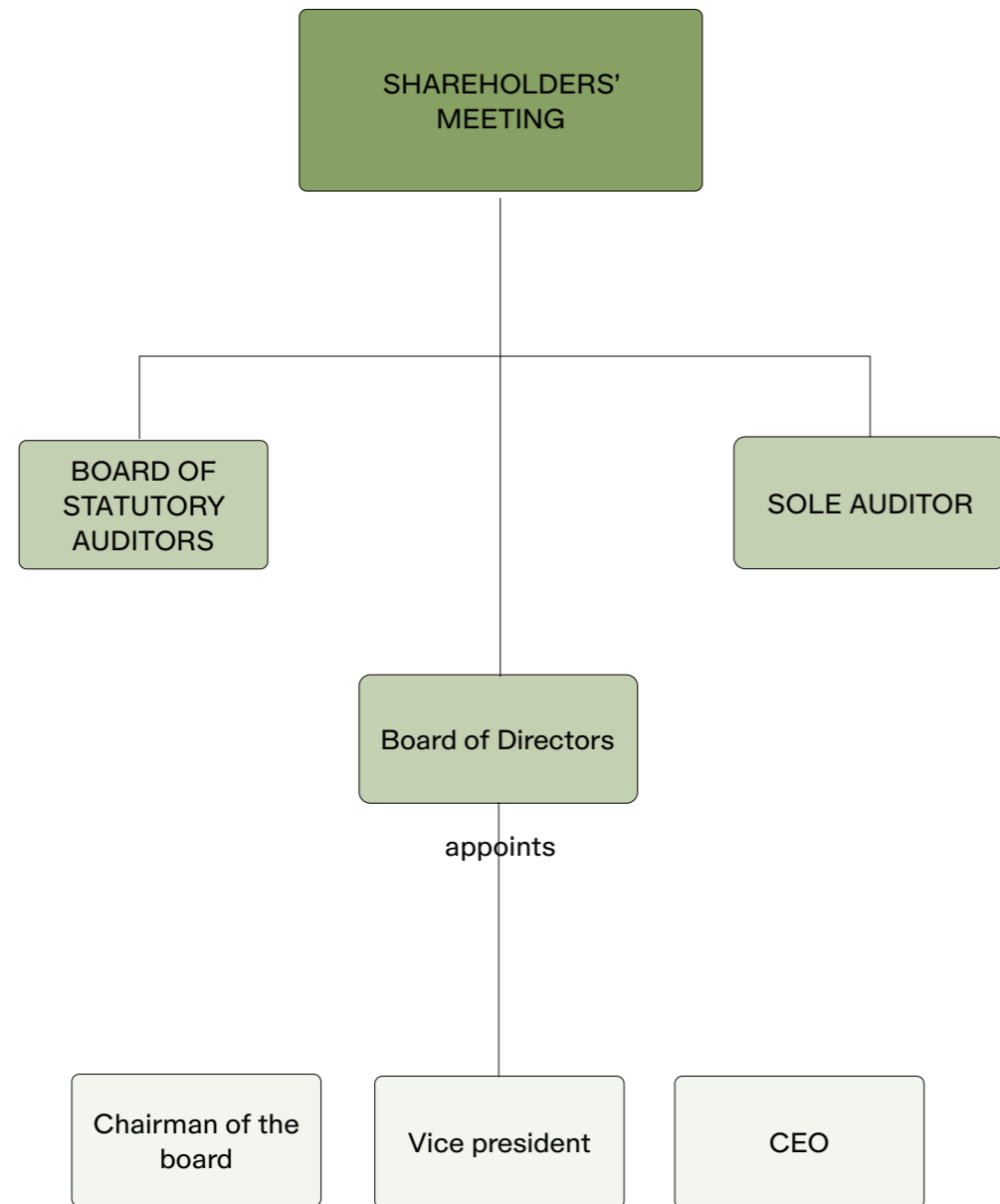


GOVERNANCE

Poliform's long history has allowed a family-owned company to grow over the years, both internally and as an internationally renowned brand – to be found today in showrooms, flagship stores and foreign subsidiaries in an ever-increasing number of countries.

The company has held on to its principles involving all internal and external stakeholders, and structured a governance model that fully reflect its values and allows to effectively pursue its goals.

Corporate governance structure



Poliform's Corporate Governance is structured following a traditional model, assigning the corporate management solely to the Board of Directors, delegating supervisory functions to the statutory board of auditors and legal auditing functions to the appointed Sole Auditor.

The Board of Directors appointed by the ordinary Shareholders' meeting has three managing directors, subjected to a three-year rotation rule, i.e. each one of the members is appointed Chairman for a period of three years. The Board of Directors meets twice a year to approve the company financial statements and the biannual analysis; it also meets every time there are specific circumstances which require a resolution to be passed. Subject matters related to Health and Safety are delegated to one of the members of the Board of Directors.

The Board of Statutory Auditors consists of five members: a president, two statutory auditors and two acting auditors. The external auditor is a sole auditor.

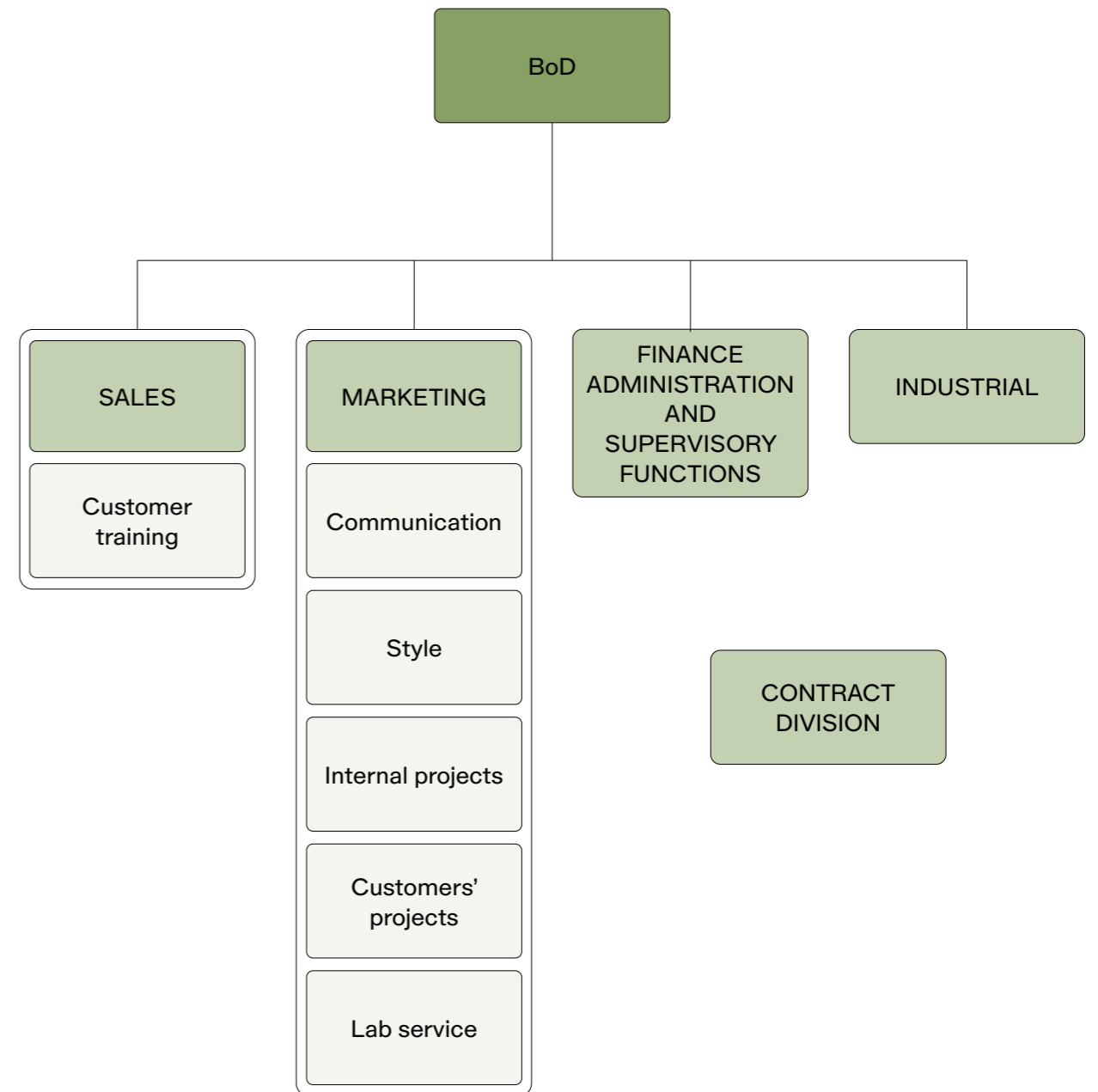
Poliform functional organizational chart is structured in such a way to “give space” to the different skills. To guarantee the best possible management outcome, each Function Manager is responsible for governing a specific process. To streamline decision-making processes, the Managing Director is effectively supported by an underlying managerial organization.

The Contract division can be defined as “a company within the company”, an office dedicated to handling specific clients’ accounts. In the corporate organizational chart, it reports directly to the Board of Directors, but it is independent for what concerns sales, purchases, R&D and production processes, which must be defined based on the client’s specific requirements.

The company has defined specific functions for the management of those matters strictly connected with the environment and occupational health and safety; among the top professional positions that report directly to the Board of Directors we find the Head of the Environmental Management System (RSGS in Italian) and the Head of the Prevention and Protection Service (RSPP in Italian).

The role of these department Heads is to effectively manage environmental and health and safety risks, to ensure full legislative compliance and, wherever possible, implement improvement measures.

The presence of the above professional figures shows that the company is committed to dealing with socio-environmental issues with a concrete and pro-active approach.



Policies and values

Poliform conforms with an environmental policy in accordance with the UNI EN ISO 14001 certified environmental management system and a quality policy for the Contract division in accordance with UNI EN ISO 9001.

The documents list the environmental and quality objectives that the company intends to pursue. Some of the most significant are:

Reducing, as far as technically and economically feasible, the environmental impact of our processes starting from the use of environmentally friendly raw materials of proven and certified origin;

Performing processes with a perspective of constant attention and progressive rationalization of energy and raw materials consumption;

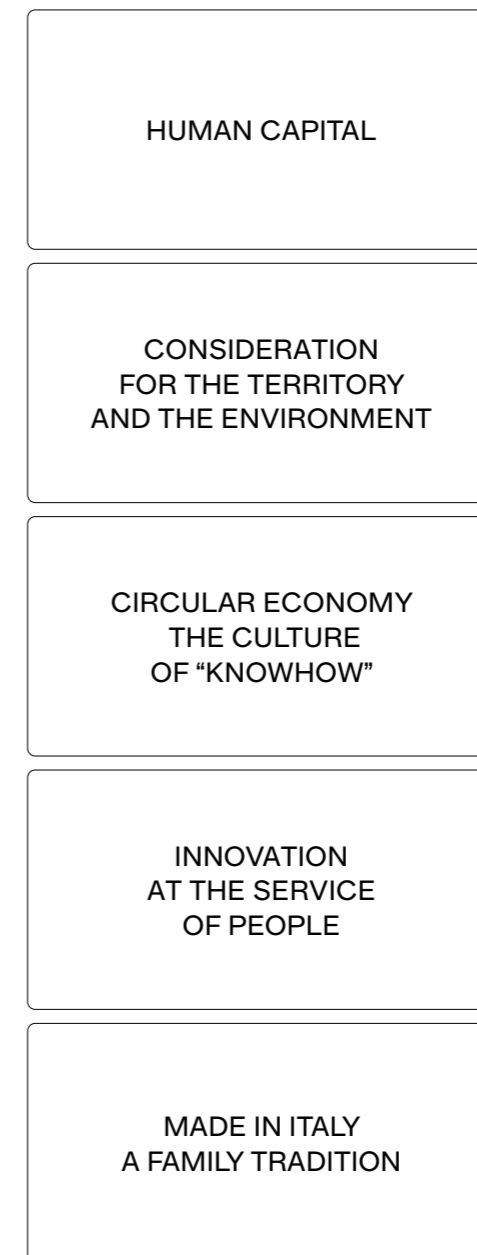
Keeping a relationship of transparency, dialog and availability with all stakeholders, including employees, local communities, customers, suppliers and control Bodies;

Contributing to increase awareness in environmental issues in customers, suppliers and other interested parties, supplying high quality products and by involving them in an information campaign on the environmental matters at stake;

Focusing each activity on customers' needs, to better and faster meet their requirements to gain a dominant position in the market;

Strengthening the relationship with suppliers, with the aim to provide its customers with higher value at reasonable prices.

The company has drawn up a charter of corporate values, which lists the fundamental principles of its business ethos:





Economic performance

Poliform's soundness and its continuous expansion in international markets have resulted in a steady growth over time, demonstrated by the trend of the economic performance. The economic value directly generated was calculated by reclassifying the revenue account. The main component of said value is revenues.

In 2023 Poliform confirmed the trend of continuous growth, as evidenced by the generated turnover, equal to 255 million Euros, an increase of 9% compared to the previous year.

**Generated turnover expressed
as revenues (€)**

2023	255.890.000
2022	235.008.000
2021	204.745.000

+9%
increase in turnover in 2022

The same trend was recorded for the distributed economic value.

Operating costs, in fact, increased in value directly proportional to the generated turnover, in the same manner, the cost of employees' wages and benefits increased with the increase of the number of people employed by the company. Remuneration policies are in line with the national collective agreement and the wood and furnishing industry agreement and the relevant levels of classification.

Poliform S.p.A. is a joint-stock company liable to Italian taxation.

The following table shows the detail of the distributed economic value:

The following table shows the detail of the distributed economic value:

	2021	2022	2023
Revenue	204.745.000	235.008.000	255.890.000
Operating costs	141.223.000	162.470.000	164.232.000
Employees' wages and benefits	38.256.000	40.363.000	41.971.000
R&D investments	3.651.000	3.695.000	
Payments to capital providers:	4.161.000	6.003.000	12.520.000

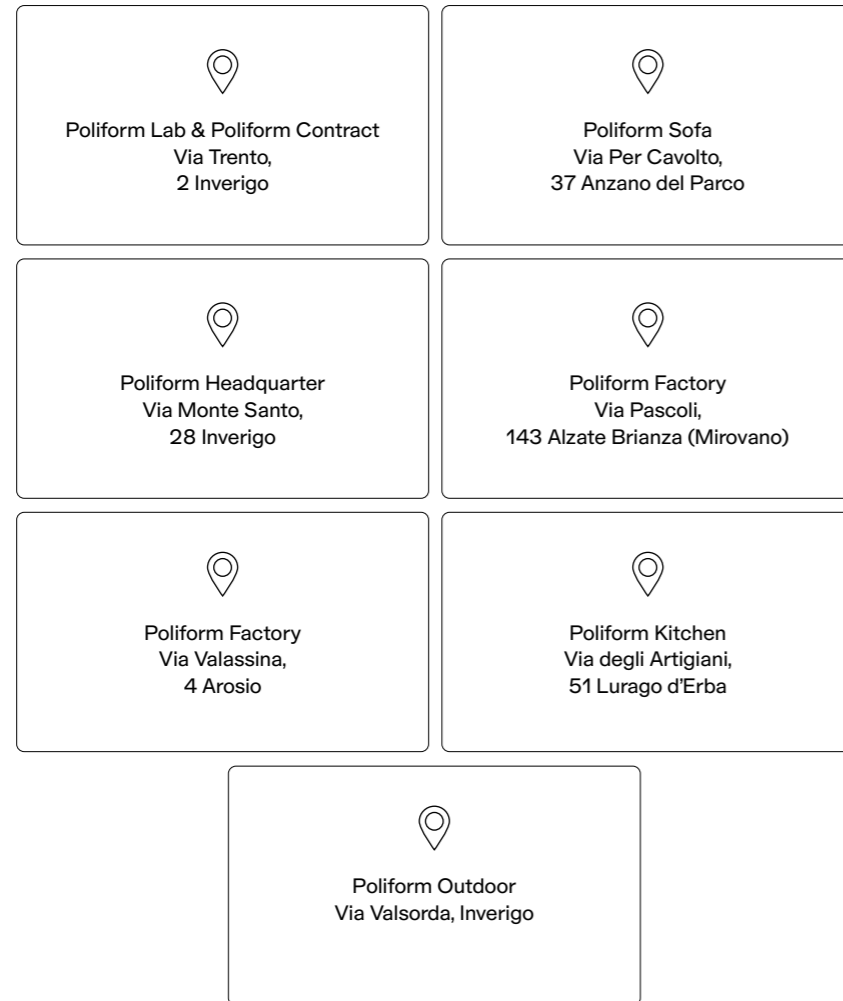
Metodology note

ADDENDUM

The Sustainability Report represents the tool used by Poliform to communicate the results of its journey towards sustainability to its stakeholders on an annual basis. It also represents the tool we use to report our commitment to the primary United Nations Sustainable Development Goals, SDGs, to which we dedicate the various chapters of this report.

In compliance with the new GRI Standards guidelines, Poliform prepared this report in conformity with the “Sustainability Reporting Standards” defined by the Global Reporting Initiative (GRI) 2021 version - “with reference” option.

**The reporting scope of this Report is Poliform S.p.A.,
in its locations of:**



Data and information contained in all chapters of this Report, as well as the reporting tables and the analysis of impacts are within the reporting scope and period stated in this Methodology Note.

In the event the reported data do not include all company sites or all the information necessary for the best evaluation, it will be duly indicated in the text.

If reporting data are extended to other sites belonging to the Group, but external to Poliform S.p.A., it will be duly indicated in the text.

Every time the words “Poliform”, “the Organization”, “the Company”, are to be found in this Report and in this Note, they are to be intended as Poliform S.p.A., with its previously listed locations.

This document includes a description of the initiatives and activities carried out during the solar year 2023, as well as the related key performance indexes (KPIs), reported for the entire 2021-2023 period, if available. Data collection processes and the publication of this report are done on an annual basis.

In the event data prior 2023 needed to be revised, it will be duly indicated in the text.

The following chart shows the relevance of the Stakeholders being taken into consideration.

Stakeholder analysis

An accurate mapping of the Stakeholders was done during the identification of the materiality topics, with the purpose to analyze and identify all interested parties, their connection, and their relevance.

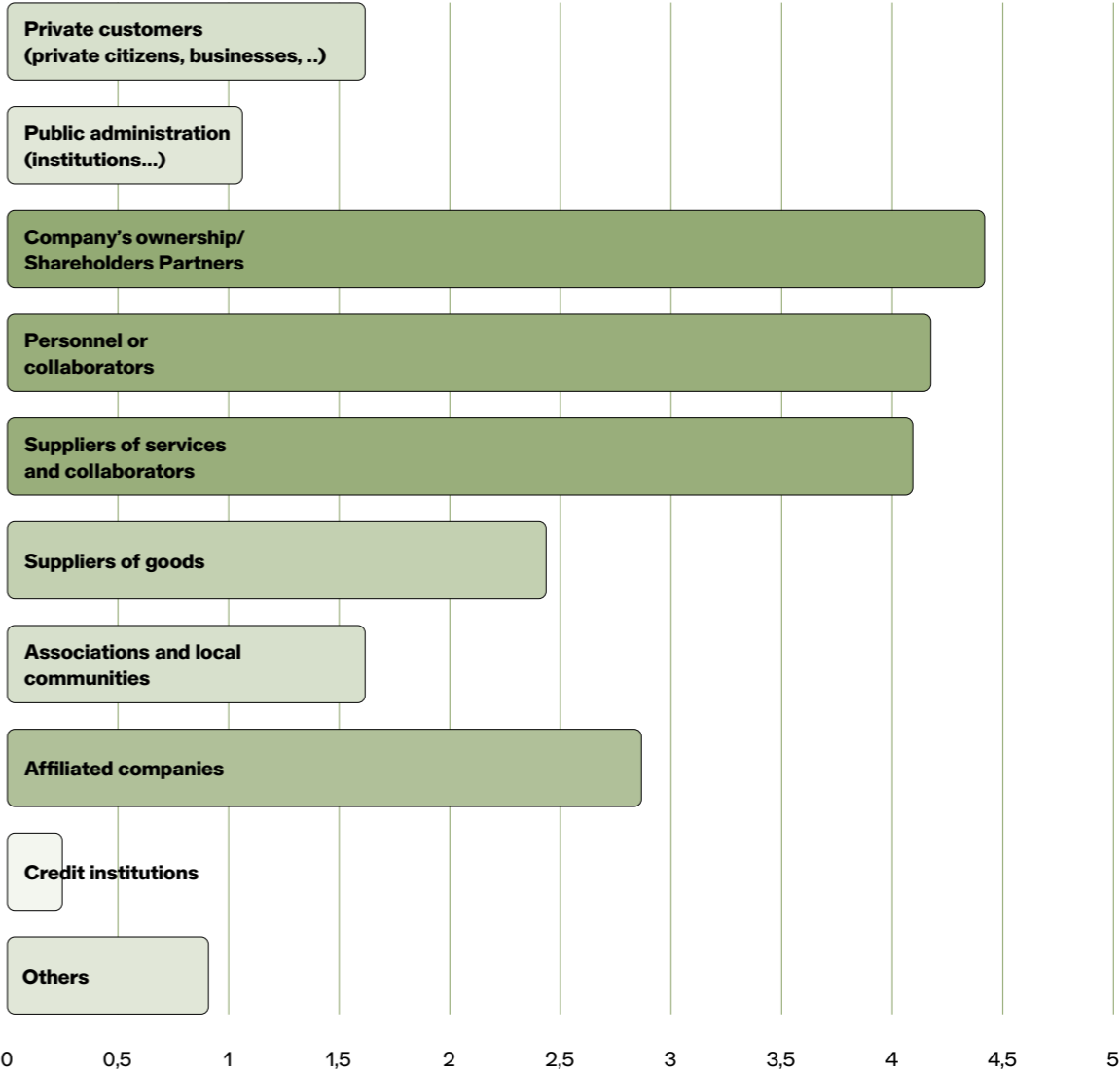
The stakeholders' involvement process was aimed both at internal and external stakeholders considered relevant for the company's activities and sustainability topics. The following activities were performed for the purpose of this report:

Interviews with the managers of the main corporate functions to investigate the main elements of their activities, establish interest in sustainability issues and identify relevant projects/initiatives that can be the subject of specific reporting;

Interviews with the CEOs of the main commercial Partner companies (Poliform UK and Poliform USA)

The results of the interviews were shared with Corporate Management.

SH relevance



In 2022 Poliform performed a revision of corporate materiality by reclassifying the material topics and related impacts. Said materiality is expressed in this Report in the chapter “Material topics and scale of impacts”.

Data revision

GHG. In light of recent updates on the accounting of Scope 2 emissions resulting from purchased electricity, it was necessary to adjust the quantity of emissions produced by the market-based calculation in the three-year reporting period.

This adjustment is due to the fact that the quantity of renewable energy contracted with the supplier is not covered by guarantees of origin; therefore, a specific conversion factor that considered domestic production from non-renewable sources had to be used.

Methane gas. The value of gas consumptions for 2022 has been corrected from 506.088scm to 346.398scm due to wrong data interpretation on 31December 2022.

Purchases. The values of the purchases listed in Chapter 4 have been modified for the entire three-year period with the integration of the acquisition of the Kitchen division, a value which was not available to report in the 2022 edition.

GRI content index

GRI number	Indexes	Reference in the text
GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	A Global organization between design and lifestyle Methodology note
2-2	Entities included in the organizations's sustainability reporting	Sites Methodology note
2-3	Reporting period, frequency and contact point	Methodology note
2-4	Restatements of information	Methodology note - Revision of information
2-5	External assurance	This report is not subjected to external auditing
2-6	Activities, value chain and other business relationships	Value chain Materials and processes Supply chain
2-7	Employees	Company workforce
2-8	Workers who are not employees	Company workforce
2-9	Governance structure and composition	Corporate governance structure
2-10	Nomination and selection of the highest governance body	Corporate governance structure
2-11	Chair of the highest governance body	Corporate governance structure
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate governance structure
2-13	Delegation of responsibility for managing impacts	Corporate governance structure
2-14	Role of the highest governance body in sustainability reporting	Corporate governance structure
2-22	Statement on sustainable development strategy	Letter to stakeholders
2-23	Policy commitments	Policies and values
2-24	Embedding policy commitments	Policies and values
2-25	Processes to remediate negative impacts	Material topics and analysis of impacts
2-27	Compliance with laws and regulations	Corporate governance structure
2-28	Membership associations	Projects for local communities
2-29	Approach to stakeholder engagement	Methodology note
2-30	Collective bargaining agreements	In Poliform S.p.A. 100% of employees are covered by collective agreements
GRI 3 MATERIAL TOPICS 2021		
3-1	Process to determine material topics	Material topics and analysis of impacts
3-2	List of material topics	Material topics and analysis of impacts
3-3	Management of material topics	Material topics and analysis of impacts
GRI 201 ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	Economic performance
GRI 202 MARKET PRESENCE 2016		
202-2	Proportion of senior management hired from the local community	Company workforce
GRI 204 PROCUREMENT PRACTICES 2016		
204-1	Proportion of spending on local suppliers	Supply chain

GRI number	Indexes	Reference in the text
GRI 205 ANTI-CORRUPTION 2016		
205-3	Confirmed incidents of corruption and actions taken	No incidents of any kind connected to corruption were reported for Poliform in 2023
GRI 206 ANTI-COMPETITIVE BEHAVIOR 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal action for anti-competitive behavior were reported for Poliform in 2023
GRI 207 TAX 2019		
207-1	Approach to tax	Poliform is a joint-stock company subjected to Italian taxation
GRI 301 MATERIALS 2016		
301-1	Materials used by weight or volume	Materials and processes
301-2	Recycled input materials used	Materials and processes
301-3	Reclaimed products and their packaging materials	Materials and processes
GRI 302 ENERGY 2016		
302-1	Energy consumption within the organization	Energy management
302-4	Reduction of energy consumption	Energy management
GRI 303 WATER AND EFFLUENTS 2018		
303-1	Interactions with water as a shared resource	Water resources
303-2	Management of water discharge-related impacts	Water resources
303-3	Water withdrawal	Water resources
303-4	Water discharge	Water resources
303-5	Water consumption	Water resources
GRI 304 BIODIVERSITY 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sites
GRI 305 EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Emissions in atmosphere
305-2	Energy indirect (Scope 2) GHG emissions	Emissions in atmosphere
305-5	Reduction of GHG emissions	Emissions in atmosphere
GRI 306 Waste 2020		
306-1	Waste generation and significant waste-related impacts	Waste and circular economy
306-2	Management of significant waste-related impacts	Waste and circular economy
306-3	Waste generated	Waste and circular economy
306-4	Waste diverted from disposal	Waste and circular economy
306-5	Waste directed to disposal	Waste and circular economy

GRI number	Indexes	Reference in the text
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-2	Negative environmental impacts in the supply chain and actions taken	Poliform adopted the ISO 9001 management system for the Contract division
GRI 401 EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	Company workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Company workforce
401-3	Parental leave	Company workforce
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018		
403-2	Hazard identification, risk assessment, and incident investigation	Health and safety
403-5	Worker training on occupational health and safety	Training
403-6	Promotion of worker health	Health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and safety
403-9	Work-related injuries	Health and safety
403-10	Work-related ill health	Health and safety
GRI 404 TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	Training
404-2	Programs for upgrading employee skills and transition assistance programs	Training
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	Company workforce
GRI 406 NON-DISCRIMINATION 2016		
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported in 2023
GRI 413 LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	The value of a local dimension
GRI 417 MARKETING AND LABELING 2016		
417-1	Requirements for product and service information and labeling	Supply chain

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2018 Adi Compasso D'oro
Career Award

A green-tinted landscape photograph. In the foreground, a large array of solar panels is visible, arranged in a grid pattern. Behind the solar panels, a building with a wooden facade and a row of solar panels on its roof is partially obscured by trees. In the background, there are rolling mountains under a cloudy sky. The text "TWENTY TWENTY THREE" is centered in the middle of the image.

TWENTY TWENTY THREE