



ABSTRACT
SUSTAINABILITY REPORT
2019



The **Eco-Ethical** Company

In collaboration with eAmbiente Group

Graphic design Communication Comunicazione Gruppo Saviola and GreenGo Consulting

The SDGs 12 "Responsible Consumption and Production" symbol on the cover represents the "infinite" cycle of the Saviola Group's circular economy.



COMPANY FRAMEWORK

Italy is the most important wood recycling country in the world in terms of size and numbers (3.5 million tonnes of recycled wood).

Gruppo Saviola (company founded in 1963 in Viadana in the province of Mantua) was the first in the 1990s to invent the system of recycling post-consumer wood for the production of ecological chipboard panels for making furniture using only used wood.

For 30 years the Group has based its production system exclusively on a development model oriented towards the circular economy. A system in perfect synthesis between ecology and design that produces unfinished or melamine chipboard panels with 1000 decorations that, when combined with finishes, generate more than 70,000 different panel combinations inspired by wood, stone and colour.

GROUP FIGURES:



14 plants (Italy and abroad)



Collection network structured through 19 Ecolegno Centres located in Europe



1500 employees



588 million turnover (90 million Ebitda)

BUSINESS OF REFERENCE:



The **Eco-Ethical** Company

SAVIOLA HOLDING

at the head of the company organisation

**SAVIOLA** | Business Unit Legno

specialises in the collection of post-consumer wood and the production of ecological chipboard panels - 55% of turnover

**SADEPAN** | Business Unit Chimica

production of glues, resins and slow release fertilizers - 26.5% of turnover

**COMPOSAD** | Business Unit Mobile

production of furniture in RTA kits - 13.4% of turnover

**SAVIOLIFE** | Business Unit Life Science

established in 2019, markets fertilisers and products for animal husbandry - 5.1% of turnover

THE SUSTAINABILITY REPORT

This year, the Saviola Group presents its First Sustainability Report, covering the three-year period 2017 - 2018 - 2019 and focusing on the perimeter of its plants in Italy. It is a document that the company has produced on a voluntary basis (only listed companies are obliged to produce it).

It is a report that refers to the GRI (Global Reporting Initiative, an internationally recognised methodology for measuring and communicating the impact of an activity on the various dimensions of economic, environmental and social sustainability) standard guidelines in order to report on its corporate social responsibility.

The company has set itself the objective of monitoring and examining its own performance, going beyond the confines of mere economic reporting (represented by the Economic Report, which is presented every year) through a more in-depth analysis linked to the improvement of its performance and the strengthening of relations according to a model based on transparency.

The Group's first Sustainability Report intends to mark an important step towards the growth of a transparent, continuous and constructive dialogue with all the individuals and groups that have relations with the company.

The Saviola Group intends to provide each of its stakeholders with opportunities for discussion and dialogue designed to co-create new projects and reflect on the challenges of the future.

METHODOLOGY OF THE DOCUMENT

Around 60 internal and external stakeholders were involved in developing the materiality analysis, identifying the most relevant points for the company and its stakeholders.

The document contains a number of written contributions from important stakeholders who have been familiar with the Group's reality and have given their views on the circular economy.

Among the most relevant issues derived from the analysis (through questionnaires/interviews) the various stakeholders focused on:

- Relationships and Working Conditions
- Health and Safety
- Rights and Equal Opportunities
- Transparent Communication
- Sustainable Use of Resources
- Pollution Prevention
- Climate Change

In particular, the report looked at Sustainable Development Goal (SDGs) strategy number 12 'Responsible Consumption and Production' which underpins the production process and is the Saviola Group's development objective.

ELEMENTS THAT EMERGED FROM THE REPORT

1. **Employment and work**

94.7% of the Group's workforce are employed on permanent contracts. Hiring has increased by 3% over the last three years. Most workers have full-time contracts. The prevailing age group among employees is between 30 and 50 years old. Female employment is growing, with an increase of 5.5% in the three-year period. The sharing of results with the Group's employees has increased by 4.3% over the last three years.

2. **Training and safety**

Last year, the Group invested approximately 1.6 million euros in worker training, health and safety. This figure has increased by 81% over the three-year period. In health and safety, 9226 hours of training were provided in one year.

3. **Investment in technology and development**

The Saviola Group's investments have progressively increased over the three-year period, with 23 million euros in 2019 earmarked for investments in development and technology, an increase of over 20% compared to the previous year.

4. **Shared value**

The value distributed by the Saviola Group represents 87% of the total economic value generated within the perimeter of Italian companies, which amounts to approximately 520 million euros (total turnover in Italy). 40% of turnover is generated abroad and 60% on the Italian market.

5. Energy

76.5% of the energy used for production requirements is thermal energy and 23.41% is electrical energy. It should be noted that 75.4% of the thermal energy required comes from renewable sources. By supplying three quarters of its thermal energy requirements through the recovery of waste materials, otherwise destined for disposal, and the recovery of heat, the Saviola Group confirms, also in energy terms, its strong leaning towards the principles of the circular economy.

6. Waste

What is normally considered waste by the Saviola Group is considered a resource through a production system that sources post-consumer wood from collection sites in Italy and Europe. With a self-sufficient collection system and more than 5,000 contracts with local councils, it relieves a system where the only destiny of secondary raw materials (old furniture, reels, fruit boxes, pallets, window frames) would be incineration. Only 1% of the Saviola Group's production process waste is destined for landfill.

7. Environmental results

- 4.8 million cubic metres of post-consumer wood collected and processed in one year (equal to 30 times the size of the Colosseum)
- 2 million tonnes of CO₂ not released into the environment
- 2.8 million trees saved in one year (area of the municipality of Rome)
- Production sites free of emissions of ozone-depleting substances
- Direct and indirect emissions reduced by 3.5%

ANTICIPATIONS FOR 2020

- At the beginning of 2020, the Saviola Group acquired a 50% stake in the German brand Rheinspan, from the Nolte Holzwerkstoff family business in Germersheim. The partnership with the German family business, now in its fourth generation (€80 million turnover in 2019 and 212 employees), will make it possible to enhance Italian creativity and export the circular economy model to Germany.
- Launch in the Covid period of 'Officina Saviola' with the production of biocidal ecogels for cleaning the epidermis (hand gel) and surfaces (home and office products).
- A new post-consumer wood collection centre started up near Lyon (France).
- Implementation at the Mortara (Pavia) site of a new press for melamine chipboard panels capable of producing design finishes and with pore registration.
- Confirmed investments despite the Covid period for 2020 **36.4 million, therefore with a further 50% increase** compared to investments in 2019.

OBJECTIVES FOR THE FUTURE

The themes towards which the Group will move with increasing incisiveness and ambition in the near future:

- Appointment of an internal ESG committee to identify ESG objectives by integrating the business plan and financial plan, identifying objectives will be declined in the various divisions of the company according to investment priorities and available resources - six-monthly checks on the achievement of the set objectives.
- Training programmes on sustainability and ESG factors: environment, rights, welfare.
- Implementation of a digitalised platform for collecting, storing and monitoring data, enabling the monitoring of key KPIs from year to year.





The **Eco-Ethical** Company

SAVIOLA HOLDING srl

Headquarter:

Viale Lombardia, 29

46019, Viadana (MN) – Italy

Tel: +39 0375 7871

www.grupposaviola.com

info@grupposaviola.com