

# Sustainability Report **2021**



The **Eco-Ethical** Company

by:

**Saviola Group**

In collaboration with:

**eAmbiente Group**

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**Piattaforma ESGeo**

Graphic design:

**H2H Creative Production**

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**Traslo srl**



The **Eco-Ethical** Company





# Sustainability Report **2021**





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# 1.1

## Letter to stakeholders

Saviola Group is at the third edition of its Sustainability Report, which is the result of a shared commitment by many corporate functions that constantly confront each other in order to be able to present each year as detailed a picture as possible of Environmental, Social and Governance issues.

This journey, which began in 2019, has led in just a few months to some tangible results that go beyond the report itself and complement it with the objective of bringing our Group's overall strategy back to a Sustainability Plan in line with the corporate mission.

Achievements include the digitised data collection system that enables secure and certified performance management, the adoption of the GRI Standard and Core option, the revision of the report with limited assurance, and the establishment of the Group ESG Committee, which actively collaborates with the Board of Directors to organise sustainability strategies and make new proposals in this direction. This work makes it possible to achieve the promise contained in the pay-off of our company logo The Eco-Ethical Com-

pany, which lists these contents in every action and direction in the management, planning and process stages.

In an international context marked by uncertainties and the difficult construction of the new normal, we see how sustainability is increasingly central, especially at the social level, certainly as a driver of development that embraces economic and ecological concepts, but also as a necessary criterion for meeting future challenges.

This edition of the Sustainability Report marks the end of a three-year period that is the prelude to a new proposal for the Group, even more mature in terms of reporting and KPIs, which will see internal and external stakeholders play an even more prominent role. In the meantime, Enjoy the read!

Alessandro Saviola  
Chairman, the Saviola Group













# 1.2

## The Eco-Ethical Company

Saviola Group is the leading company in post-consumer wood production and processing, known internationally as The Eco-Ethical Company. Historically, the Group has based its activity on the fundamental principles of the circular economy, placing sustainable development at the centre of its business model.

Sector know-how and an aptitude for constant innovation have enabled the Group to become a model in the circularity of production processes, where waste does not become waste but raw material, giving rise to a virtuous cycle where everything begins again and the beginning and the end come together. This synergy system has been realised through structured investment plans

that, over the years, have enabled the vertical integration of the entire supply chain to be completed: from the production of chipboard and glue, to the production of furniture and the use of waste as an input upstream in the production process.

4 Business Units report to Saviola Holding:

**Saviola** – 100% recycled wood.

**Sadepan** – Sustainable chemistry

**Composad** – Kit furniture (RTA) ecological

**Saviolife** – Life Science

The organisational structure thus conceived has made it possible to reduce waste in the entire supply chain, contributing to the minimisation of production costs and environmental impacts and realising a competitive advantage that has been consolidated over the years.



The Eco-Ethical Company

 **saviola**

 **sadepan**

 **composad**

 **saviolife**



# 1.2.3

## History of the Saviola Group

Brothers Angelo and Mauro Saviola together with Dino Del Ton establish Sadepan, a company created to manufacture particleboard.

1963

1973

The Chemicals plant, specialised in the production of glues and resins, enters into operation. Thus a system based on an integrated production logic is born.

New acquisitions are made to cope with market expansion, thus forming an industrial system.

1983

1992

The particleboard, made of 100% recycled wood, begins production. Thus the company's Eco-Ethical approach, based on a circular economy system, was born.

The entire production is based on ecological panels 100% from recycled wood.

1997





# 1.2.4

## The figures Highlights 2021

**€ 707M**

Revenues (in millions of Euro)  
for the year

**1.412**

Number of employees 2021

**2.500.000**

Square meters of industrial area

**€ 130,7M**

EBITDA/18% of 2021 revenues

**€ 83,6M**

EBIT/12% of 2021 revenues

**€57M**

Net result (millions of Euro)

**6.000.000**

Kit furniture made every year

**850.000**

Tons of resins produced every  
year

**1.200.000**

Tons of recycled wood  
every year

# 1.2.5

## Chips 2021

### Project KilometroVerdeParma

**Saviola Group joins KilometroVerdeParma**, a project aimed at all citizens with the objective of creating green areas and permanent forests.

### EcoForum

**Saviola's experience, as a fundamental support to the furniture industry and a service to communities relieved of wood waste, was the protagonist of EcoForum**, the National Conference on Circular Economy organised by Legambiente Onlus in Rome.

### Green Week

During Green Week, Festival of the Green Economy in Parma, **the Saviola Group relates how it became to represent world excellence in the wood industry** by focusing on recycling and the creation of 100% ecological quality products.

### M.O.W. Trade Fair Bad Salzufflen

**Composad protagonist of the M.O.W. Trade Fair**. Bad Salzufflen (Germany) from 19 to 23 September. 100% environmentally friendly solutions for all home environments.

### SPACE Rennes Exhibition

**Saviolife at the SPACE Rennes 2021 international exhibition for the edition dedicated to the innovation of Saviotan**, a 100% natural extract from chestnut wood sourced exclusively from FSC® certified forests.

### Saviola Group Sustainability Award

**Saviola Group was honoured with the Sustainability Award** as a leader in sustainability, chosen from among the 100 outstanding Italian companies in the green business ranking compiled by Credit Suisse and Kon Group.

### SICAM Pordenone

**Participation in the SICAM trade fair in Pordenone** with a showcase of new decors and finishes from the 100% green Saviola panel. Different room types for a new environmentally friendly way of dressing spaces.

### Participation in Ecomondo

**Saviola Group at Ecomondo** the reference event in Europe for ecological transition.



## ANSA.it interview “Circular Future”

**The Chairman of the Saviola Group, Alessandro Saviola, a guest in connection with the editorial staff of ANSA.it,** was interviewed by the Director Luigi Contu and the Head of the Economics and Finance Department, Monica Paternesi, on the theme Circular future: from waste to regeneration.

## A new award for Composad

**The Velata teen bedroom line wins the FSC® Furniture Awards 2021 in the home living category.** Velata was inspired by the great Italian beauty and artistic talent of Raphael: a sustainable furnishing solution that responds to the demand of the new generations to be able to choose truly green and ecological products.

## Participation in the VIV Mea Exhibition in Abu Dhabi

**Saviola Group participates with Saviolife in VIV Mea Exhibition,** International Fair for Mangini and Food Industry that takes place in Abu Dhabi. Among more than 500 exhibitors dedicated to the Middle East and African markets, Saviolife presents Saviotan, a 100% natural extract from chestnut wood with valuable active ingredients ideal for animal feed.

## Regional Forum for Sustainable Development

**Saviola Group participates in the Regional Forum for Sustainable Development organised by the Lombardy Region.**

The experience of the circular economy relaunches new models of sustainability and traces new lines of development for an increasingly green future.

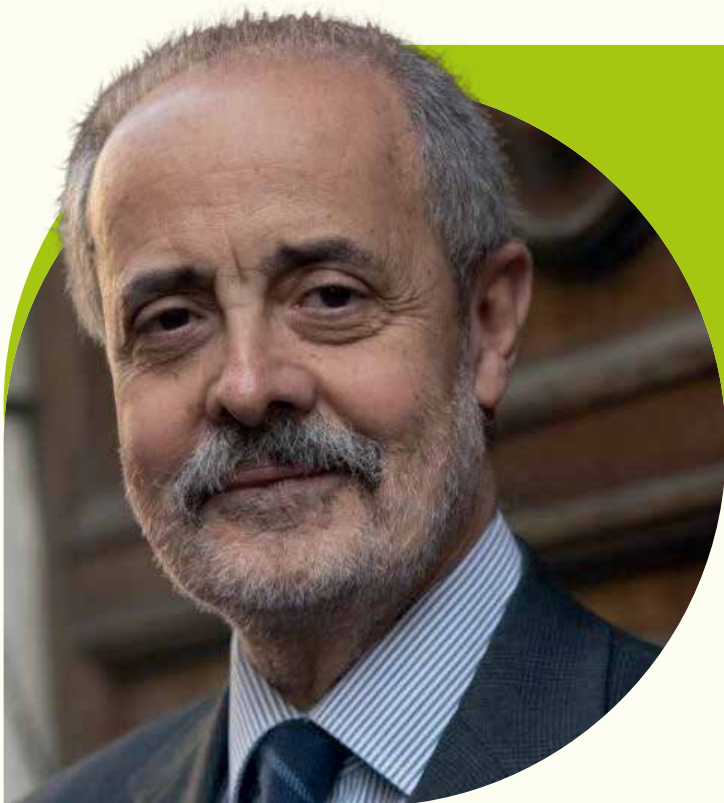
## Participation in ARCHITECT@WORKS

**Saviola participates in ARCHITECT@WORKS,** an exhibition of decors and finishes dedicated to the world of architects and designers at MICO, Milan Congress Centre.

## Zero.matt launch

**Launch of the innovative zero.matt anti-fingerprint and anti-scratch surfaces,** a new proposal and the result of the most sophisticated research and technology applied to the panel: a thermoplastic, extra opaque and scratch-resistant sheet in six shades.

## THE VIRTUOUS RELATIONSHIP OF COMPANIES BETWEEN COMPETITIVENESS AND SUSTAINABILITY



### **Antonio Calabrò**

Chairman of Museimpresa  
and Director of the Pirelli Foundation

Transitions, in controversial times of profound radical changes, into a true "risk society", as Ulrich Beck brilliantly summarised it. The environmental transition, between opportunities of the green economy and upheavals laden with economic and social costs (the boom in energy costs is an important confirmation of this). The digital transition, with its extraordinary possibilities, but also the anxieties linked to the pervasive development of artificial intelligence, which radically changes production, consumption, customs, traditional securities. The lagging generational transition, with the fragility of the elderly and the concurrent power of the silver economy and disorientation of the youth, in an Italy that is ageing and being depopulated, revealing a worrying demographic decline ("In 50 years there will be 12 million fewer of us", ISTAT calculates).

Transitions are never easy. One stands in the middle of the ford, in danger of being swept away by the current, one suffers all the tensions of the old world that has not passed away and the new one that has yet to arise.



The fragility of our historical season is evident. The Covid-19 pandemic, with its disturbing variants, has demonstrated the overwhelming force of a lethal infection that crosses borders and invades a fundamental element of the human condition, health. And it is precisely this pandemic that becomes a metaphor for a "sick world" with imbalances that extend from people's health to that of the environment and social conditions.

A real economic and social "paradigm shift" is needed. A "just", "civil" and "circular economy", to use the words of Pope Francis and the best international economic literature. And the pivotal dimension lies in sustainability, both environmental and social. The defence and enhancement of the environment. But also the promotion of people, to build quality development mechanisms and try to overcome intolerable inequalities in geography and gender, generation, culture, race, social background.

Companies have a pivotal role. And it is precisely the Italian companies that already offer extremely interesting indications for the entire European and international scene.

Their growth, in fact, has its main engine in an original, fertile synthesis between knowledge rooted in the manufacturing wisdom of industrial territories and an extraordinary capacity for innovation. A sense of quality and beauty and an inclination to evolve technologies are held together. And sustainable business culture choices must be expanded and spread throughout the supply and subcontracting chain and made to grow in the relationship with markets, consumers, the universe of stakeholders.

[Type here]

It is precisely the relationship with territories (the link with people, the sense of respect for the surrounding environment) that stimulates a strong relationship between productivity and social inclusion (companies with a solid market culture and thus merit reward knowledge and skills, non-familisms, corporations, clientèle, particular social identities).

The virtuous relationship is between competitiveness and solidarity. "Cohesive companies", Symbola research claims, are more competitive. The finance sector that is most open to innovation is also moving in this direction, starting with green bonds, which are finding favour with the markets. International indices, such as the Dow Jones Sustainability index, value companies that make sustainability a development asset.

The values of sustainability, in fact, despite uncertainties and crises, have their place. A good route.

# saviola Talks

# 1.3

## Saviola Holding

### Organisation of the Holding

Saviola Holding is the Holding that carries out management and coordination activities for direct and indirect subsidiaries. The Holding guarantees synergy in all company structures: an efficient and centralised sy-

stem that performs the functions of general management, administration and control, purchasing, human resources, energy, environment, health and safety, information technology and communication.



### Headquarters

Viadana – Mantua (Italy)

### System certifications

ISO 9001:2015



## Focus: Sustainability Award for Saviola Group



Promosso da:



In October 2021, Saviola Group received an important recognition, the Sustainability Award: the group was in fact selected as the best among the 100 most sustainable companies in Italy in the Best Company ranking compiled by Credit Suisse and Kon Group. The award is aimed at Italian companies with a turnover of between €10 million and €600 million that have best implemented the principle of sustainable development in their business model, managing business processes, resources and activities in such

a way as to minimise environmental and social impacts in line with UN Sustainable Development Goals (SDGs).

On this important occasion, the Saviola Group was recognised for its far-sightedness in managing environmental impacts from a circular economy perspective, which has enabled the company over time to combine excellent performance in terms of impacts with competitive advantages guaranteed by process efficiency and waste minimisation through a synergic management of raw materials and waste, combined with a strong vertical integration of the supply chain: from the production of chipboard and glue, to the production of furniture, to the reuse of waste as an input in the production process. The company also received excellent ratings for its social impacts, made possible by the importance that top management historically attaches to these issues by setting up specialised governance bodies and committees.

This system allows sustainable development to be integrated into the Group's business plan, with a view to continuously improving its performance and contributing to the achievement of the SDGs and European targets.

# Sociogram





# 1.4

## Saviola: The First 100% Recycled Wood

### Core business

Saviola produces ecological 100% recycled, melamine-faced, water-repellent and fire-resistant chipboard panels as a result of a virtuous recycling and upcycling process that is recognised worldwide. It is also involved in the collection of post-consumer wood for the production of ecological panel; production of edgings and surfaces for furniture; refinishing; impregnated papers and laminates; production of semi-finished products derived from panel for the furniture industry; transport and logistics services.

Inside Trendcor is a creative workshop that deals with the development of decorative and trendy finishes. Delta Transport, on the other hand, manages the logistics of material flows by collecting and picking up used wood directly from collection centres, optimising the delivery of finished products throughout the country, and from production points, up to supporting municipal companies in the management of micro-collection at ecological islands. The provided services also include the direct collection of materials from companies, by means of equipped tractor-trailers or the storage of containers, with a substantial reduction in disposal costs.

### Structure



### Offices:

- Viadana – Mantua (Italy);
- Sustinente – Mantua (Italy);
- Mortara – Pavia (Italy);
- Radicofani – Siena (Italy);
- Refrontolo – Treviso (Italy);
- Miane – Treviso (Italy);
- Montecalvo in Foglia – Pesaro Ubino (Italy);
- Montelabbate – Pesaro Ubino (Italy);
- Conception Del Uruguay (Argentina);
- Francoforte (Germany).

### Ecological panel production process



## Products

- Raw and melamine faced, water-repellent and fire-resistant chipboard panels
- Plastic laminate continuously produced
- Thin faced, melamine faced, chipboard and mdf panels
- Abs and PMMA borders
- Furniture components
- Surfaces
- Decorative papers impregnated with finish (varnishable or finished)
- Digital prints
- Stampe digitali.

## System certifications

- **ISO 14001:2015**  
(Sadepan Latinoamericana and Trasporti Delta)
- **ISO 45001:2018**  
(Sadepan Latinoamericana and Trasporti Delta)
- **ISO 9001:2015**  
(Saviola, Sadepan Latin America and Trasporti Delta)

## Product certification

- **FSC® Recycled 100%**  
(raw))
- **FSC® R Mix 99%**  
(melamine, flame retardant or water-repellent)
- **LEB**  
(Lowest Emission Board) panels with the lowest formaldehyde emission worldwide
- **PEFC**
- Remade in Italy
- CARB 4 STARS

## FOCUS: Saviola and ReLife Group together to give new life to waste materials



The **Eco-Ethical** Company



In July 2021, the Saviola Group and ReLife, industrial systems protagonists of the circular economy in the wood and paper supply chains respectively, launched a partnership for the recovery and regeneration of waste and post-consumer materials.

The aim of this agreement is to improve collection chains and integrated recycling aimed at the production of environmentally friendly end products based on recovered raw materials. Sustainability has always been a shared value of the two groups, and the synergy activated allows a decisive step towards the integration of industrial processes in circular terms for 100% ecological production.

The two groups have activated cross marketing initiatives for their respective products: ecological and mobile panels (Saviola Group) packaged in recycled material boxes (ReLife).

Through increasingly capillary and integrated waste collection and transport solutions across the territory, the two players are spearheading a solid commitment to reducing their carbon footprint and environmental impacts in general.

**ReLife: ReLife Group deals with the collection and processing of recoverable waste. The company has its registered office in Genoa with 18 owned production sites in Liguria, Piedmont, Lombardy, Veneto and Tuscany, generating an expected turnover in 2021 of €250 million. The figures: 4 divisions, 56 production lines, 650 employees.**

## FOCUS: Ecolegno collection centres and chain of custody

Every year the Saviola Group, the first operator on the Italian market to have developed the separate collection of wood in Italy, collects about 1.5 million tons of post-consumer material.

It is thanks to the network of Ecolegno platforms, located near major urban centres, that it is possible to manage a widespread collection of used wood in Italy and abroad (France and Switzerland). In 2021, the network, already consisting of 19 collection centres, saw the entry of two new centres: Ecolegno CM Venezia and Ecolegno Valdelsa (province of Siena).

Each collection centre, equipped with crawler crane and container vehicles, represents the beginning of a journey from wood collection, to processing, to the production of ecological panels and furniture. For some time the Network has implemented a responsible management system for the supply chain that from the beginning was intended to respond to a first and foremost technical need: to give the Saviola plants a suitable material, which did not generate problems during the transformation and production of the chipboard. The chain of custody was then adapted to make the environmentally friendly panel and the furniture made with it comply with the requirements of important partner customers in the furniture industry, ensuring that toxic woods were not used.

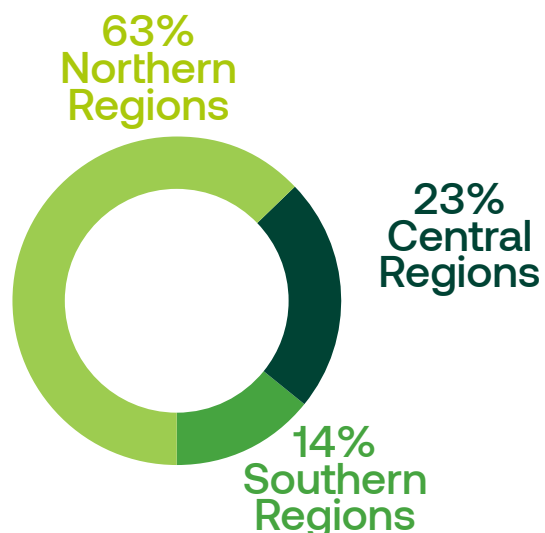
Throughout the supply chain, numerous checks are carried out on the materials delivered to the collection centres: verification of incoming documentation, verification of compliance with environmental regulations, examination of the material at the areas and sites where the waste originates. An external inspector also periodically visits the Network centres, checks the quality of the materials on a sample basis and draws up a report on their compliance with the specifications.

Staff at the centres, both operators and those handling cranes and shredders, receive health and safety training, updates on environmental and quality regulations. Particular attention is paid to

the illustration of suitable/critical/refusable wood types; wood that cannot be recovered for panel production is sent for energy recovery.

Operations carried out at the network centres range from volumetric reduction to an initial cleaning of macro impurities, such as furniture made of materials other than wood. Handles, screws and other small metal or plastic components are only separated once the wooden furniture is transferred to Saviola's factories, where further volumetric reduction and removal of impurities takes place. Collaboration with municipal waste collection companies is also valuable. In some cases, they organise themselves to handle the transfer of the collected material from the ecological islands to the transfer centres for sorting and accumulation. Here Ecolegno picks up the material and transports it to Ecolegno centres or directly to Saviola plants. The most virtuous Italian regions to date are Lombardy and Veneto, while in the central-southern region wood collection reaches lower quantities. However, in recent years, thanks to the collaboration with the Rilegno consortium that participates in the collection of materials from these regions, collection and recycling has seen a significant increase.

### Collection of wood waste in Italy in 2021





1.5

# Ecolegno centres The Map



## PROVINCIAL ECOLEGNO CENTRES

- 1 Ecolegno Brianza  
Como
- 2 Ecolegno Brescia  
Brescia
- 3 Ecolegno East Milan  
Monza Brianza
- 4 Ecolegno Udine  
Udine
- 5 Ecolegno Verona  
Verona
- 6 DURECO Pesaro  
Urbino
- 7 Ecolegno Florence  
Florence
- 8 Eco-Trans Vicenza  
Vicenza
- 9 Ecolegno Airasca  
Turin
- 10 Ecolegno Forlì Forlì  
Cesena
- 11 Ecolegno Rome  
Rome
- 12 Ecolegno Picena  
Teramo
- 13 Ecolegno Modena  
Modena
- 14 Ecolegno Sassari  
Sassari
- 15 Ecolegno  
Bergamasca Bergamo
- 16 Ecolegno Valdelsa  
Siena
- 17 Ecolegno C.M.  
Venice Venice

## FRANCE

- 18 Valecobois  
Aix en Provence
- 19 Valecobois  
Provence Vitrolles
- 20 Valecobois Rhone  
Alpes Lione

## SWITZERLAND

- 21 Biorec Zurich

# 1.6

## Sadepan: Responsible Bonds

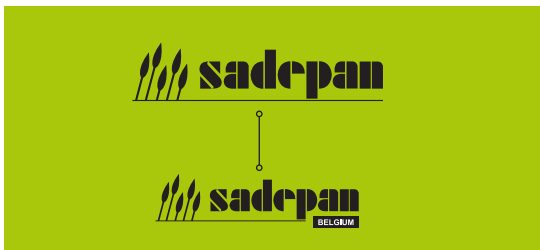
### Core business

Sadepan, with offices in Italy and Belgium, is the Business Unit of the chemical world founded in 1973 with the aim of integrating upstream the production process of the chipboard with the production of glues and resins.

Sadepan mainly produces polymers for wood panels, 80% of which are destined for the market and 20% for the Saviola Business Unit: glues, aminoplastic and phenolic resins, dicyandiamide resins, powdered resins and glues, hardeners, self-hardeners and impregnated kraft papers. The Italian site also produces solid and liquid slow-release nitrogen and npk fertilisers, while the Belgian site produces liquid fertilisers. These agricultural products are marketed by the Saviolife Business Unit.

Sadepan has become one of the leading European manufacturers of resins and urea, melamine and phenolic glues with about 50% of its products sold on the foreign market. Since 2020, thanks to the R&D department, Officina Saviola has been producing eco sanitisers and biocides for home and personal care. All Sadepan factories follow the most advanced principles and standards for the environment, safety and production because the most important formula of all is respect for human beings and the environment.

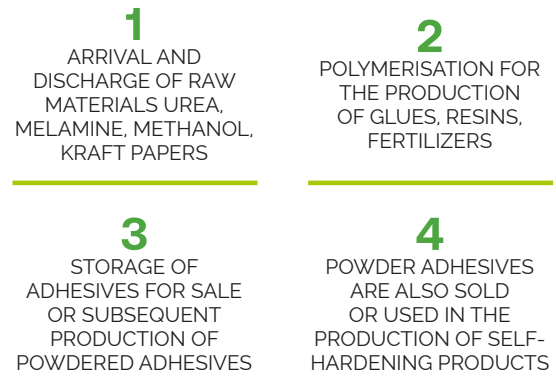
### Structure



### Offices:

- Viadana – Mantua (Italy);
- Truccazzano – Milan (Italy);
- Genk (Belgium)

### Production process of glues and resins



### Sanitising production process



### Products:

- Liquid glues and resins;
- Powder glues and resins;
- Formaldehyde;
- Phenolic resins;
- Cationic amide resins;
- Additives and hardeners;
- Impregnated Kraft papers;
- Nitrogen fertilisers with slow release and npk;
- Officina Saviola sanitising products and biocides.

### System certifications

- ISO 9001:2015 (Viadana site, Genk)
- ISO 14001:2015 (Viadana site, Genk)
- EMAS (Viadana site)
- ISO 45001:2018 (Viadana and Truccazzano sites, Genk)

### Product certification

- FSC® (Truccazzano site)

## FOCUS: R&D Lab – Research & Development

Group companies carry out Research and Development oriented towards product innovation, the development of new articles, their qualitative improvement and the experimentation of new production technologies aimed at reducing energy consumption and optimising resources, also by means of their own internal structure of technical personnel. The R&D department involves everyone: from professional technicians to operators, the commercial sector and the financial department. The laboratory employs a dozen or so industrial chemists, pharmaceutical chemists, pure chemists, both industrial and food chemists, and a person responsible for ensuring that the product complies with current standards, laws and regulations to guarantee quality, safety and efficiency. In the scope of innovation meetings, the R&D, sales and finance departments share objectives on innovative products to be developed and introduced in the target markets, thus giving precise orientation as well as reporting on ongoing projects.

### The main currents of the Research and Development activity are 4:

#### Panel world (wood based panel)

Innovation of all that concerns the panel and the 100% recycled wood parts of a piece of furniture, with particular attention to energy, raw materials from renewable sources and product safety. Saviola and Sadepan make use of some valuable external collaborations in this area: technical bodies, companies, producers of alternative raw materials, universities.

#### Fertiliser World

Development of polymers for fertilisers that release nitrogen slowly into the soil, retaining key nutrients, following the plant life cycle and thus protecting groundwater from nitrate pollution. Furthermore, special attention is paid to the development of fertilisers from renewable sources for use in organic farming.

#### Life Sciences

Development of organic tannin-based products for animal feed, plant nutrition and the tanning industry.

#### Sanitisers and biocides and medical-surgical aids

Production of sanitiser and PMC products with alcohol from the distillation of non-food vegetable products, glycerine, viscosifying agents from renewable sources such as sugars and cellulose, instead of microplastics.

R&D activities are mainly located in Viadana, for resin work, and in Truccazzano and Mortara for impregnation products.

In 2020 and 2021, R&D investments amount to approximately 1,500,000 for both years.

### Saviola Group also received funding by participating in calls for research and development projects:

**FRI Project - Revolving Fund for Business Support and Research Investment - Major Projects for Sustainable Industry**, with the development of a new range of products and technologies based on natural extracts for use in agronomy, feed and food.

**POR FESR 2014-2020 – “Strategic Research and Development Projects”**: Green For Fashion Project, for the prototyping of bags made with eco-sustainable processes and the use of new tanning tannin blends also from sustainable processes and Tuscan traces.



# 1.7

## Composad: A new life for Italian design

### Core business

The Furniture Business Unit consists of Composad, which is the largest Italian manufacturer of kit and do-it-yourself furniture for the main large-scale retail brands on Italian and foreign markets.

Composad's production takes advantage of the innovation constituted by the Ecological Panel, thus closing the cycle of the entire Group's activity and offering a perfect synthesis of its vertical integration, combining efficiency and ecology. In fact, the mission of Composad, founded in 2000, is to export a new example of Made in Italy, environmentally and economically sustainable, combining industrial production and ecological development.

The quality of Composad products is reflected in the numerous certificates of excellence, including, since 2001, the certification of the Quality System UNI EN ISO 9001:2015 for the EA 23 business sector for the design, development, production, marketing and assistance for kit furniture and semi-finished panels, and since 2008 the FSC® certification (Forest Stewardship Council®) which confirms the commitment to responsible management.

### Structure



### Offices

- Viadana – Mantua (Italy)
- Gerbolina di Viadana – Mantua (Italy)
- Cogozzo di Viadana – Mantua (Italy)

### Production process



### Products

- Night-time ambience;
- Living;
- Home-office;
- Bathroom furniture;
- Multipurpose.

### System certifications

- ISO 45001:2018
- ISO 9001:2015

### Product certification

- FSC®

## FOCUS: Composad among the partners of FSC® international

This year Composad, winner of the FSC® Furniture Awards for the second year running, officially joins FSC® International, the prestigious international organisation that promotes responsible forest management and ensures that wood products are managed according to strict environmental, social and economic standards.

Joining FSC® International comes as the crowning achievement of Composad's commitment to FSC®-certified production for a large part of its furniture, which is also particularly appreciated abroad thanks to the division's trade relations with more than 70 foreign countries, and its close and ongoing collaboration with the Italian FSC® office. The Forest Stewardship Council certification,

which certifies products that derive from responsible forestry, helping to keep forests healthy for future generations, appears among the most authoritative, transparent and focused on environmental protection certifications. Composad was among the first companies in Italy to obtain the FSC® Chain of Custody certification (FSC®-C011298).

Amazon, the well-known multinational e-commerce company, has also decided to collaborate with FSC® to guide consumers towards more responsible consumption choices and has introduced the "Climate Pledge Friendly" label to identify products that make certified improvements in at least one of the areas of sustainability.

Amazon has, therefore, created a showcase with manufacturers/suppliers who use a set of certifications - including FSC® - to demonstrate the attention of companies such as Composad to environmental and social factors.



Social Card realised  
for the Composad Award

# 1.8

## Saviolife: Natural Tomorrow

### Core business

The Saviolife Business Unit deals with Life Science and is the company that distributes fertilisers produced by Sadeplan and tannins produced by Saviola on the market. Established in 2019, Saviolife markets ethical and low environmental impact products for agriculture, animal feed and leather tanning, respecting human, animal and territorial health, without sacrificing quality and performance. Intensive agriculture can impoverish the land, the misuse of antibiotics in animal husbandry can have negative effects not only on animal welfare but also on human nutrition. This is why Saviolife, through patented products (Sazolene®, a slow-release nitrogen fertiliser free of microplastics compatible with the nutritional needs of plants and grasses, and Saviotan®, a 100% natural chestnut tannin that can be hydrolysed and extracted without solvents and chemical agents only from sustainably managed forests), makes a concrete contribution to the development of the nutrition and green areas. The two products also make it possible to reduce environmental impacts in the atmosphere and water.

### Structure



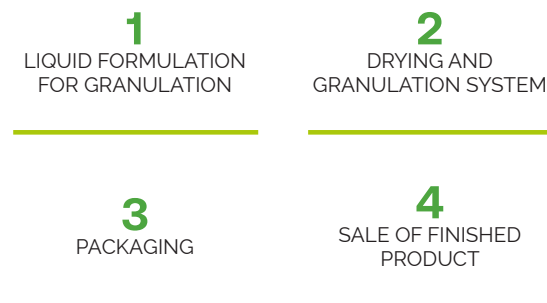
### Offices

- Radicofani – Siena (Italy)
- Viadana – Mantua (Italy)

### SAVIOTAN® production process



### SAZOLENE® production process



### Products

- Chestnut tannin for leather processing;
- Natural additives based on tannin for animal feed;
- Fertilisers for conventional and organic agriculture;
- Fibres for the production of potting soils and substrates for floriculture and nurseries..

### System certifications

- ISO 9001:2015;
- ISO 22001:2018

### Product certification

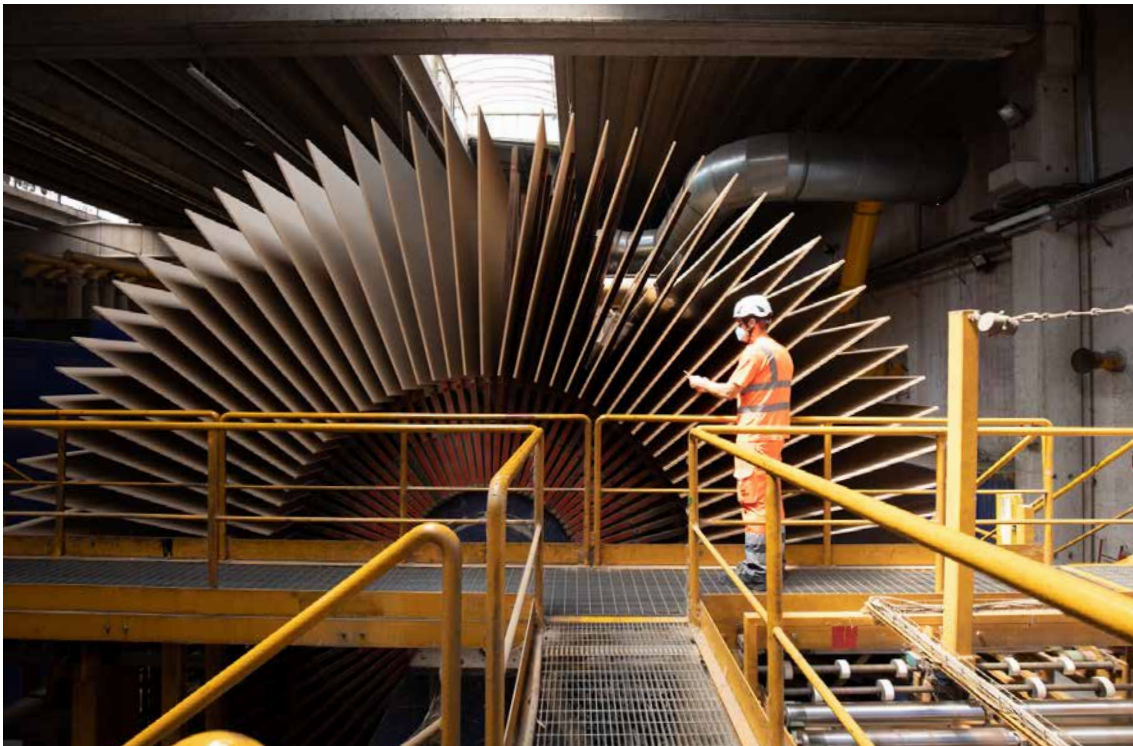
- FAMIQ S\*\*; GMP+ FSA
- FSC®;



## FOCUS: Sustainable biostimulants for the agricultural sector

There are two main directions for sustainable innovation in which Saviolife has been engaged in recent years: the characterisation and registration in the European market of the biostimulant function of solid and liquid tannin for the germinative development of seeds (starter effect), as well as antimicrobial and antiseptic.

The use of wood residue after tannin extraction as fibre for substrates used by the professional nursery industry and hobby market. This new application represents the closing of the virtuous cycle of environmental sustainability thanks to the conversion of used wood into a highly qualified product: it is a new path of valorisation that avoids the residual wood material being sent to combustion for energy production, with the consequent release of biogenic CO<sub>2</sub> into the atmosphere.



Plant Photo











2

**Materiality  
Analysis**



# Materiality Analysis

Saviola Group, in line with the principles defined by the GRI standards, defines the essential contents of its Sustainability Report on the basis of a materiality analysis. According to the principle of materiality, issues are defined as those that reflect the most significant environmental, social and economic impacts of the organisation and that most influence the choices of the most strategic stakeholders (60 people involved). The material topics therefore correspond to as many areas of action of primary importance in which the organisation is committed to measuring, reporting, monitoring and improving its sustainability performance over time.

The core of the materiality analysis is a survey aimed at prioritising sustainability issues and identifying the main informational interests and expectations of the company and internal and external stakeholders.

Also for the 2021 Sustainability Report, the Group

has chosen to measure itself against the subjects that were material in the analysis conducted for the first edition of the Report; the aim is to consolidate its positioning on certain themes before measuring itself in new areas.

The external stakeholders that were involved in the process are: employees, suppliers, customers, institutions, trade unions, non-governmental organisations and experts in administration and finance.

## Material Themes

**E:** Sustainable use of resources, Pollution prevention, Climate Change.

**S:** Employment Relationships, Working Conditions, Health and Safety at Work, Rights and Equal Opportunities, Transparent Communication.

**G:** Fight against corruption.



## CIRCULAR ECONOMY AND SUSTAINABILITY

**Edo Ronchi**

Chairman of the Foundation  
for sustainable development

The materials we consume – minerals, metals, fossil fuels and biomass – in large quantities, generate significant environmental and climate impacts and significant economic costs. The strong growth in global material harvesting, by as much as 3.5 times in less than fifty years, from 26.7 in 1970 to 92 billion tonnes in 2017, is one of the main problems for climate and ecological sustainability. If the current trend in global material consumption were to continue, this would result in 170-180 billion tonnes being needed by 2050: a quantity that is not available and that, among other things, would lead to an increase in greenhouse gas emissions incompatible with any assumption of decarbonisation. From the unsustainability, both economic and ecological, in our age, with a world population of 7.8 billion and growing, and globalised development, of an economy based on massive consumption of materials comes the need for a change of economic model: from linear to circular to achieve four objectives:

- Reducing the use of resources, of the amount of material used in making a product or providing a service: reduction achieved

through product and process design, circular design, for products that save materials and generate less waste and scrap, enabling shared uses (sharing, rentals, multifunctional spaces, etc.).

- prolonging the use of resources: by optimising their utilisation and reuse, optimising and extending the useful life of goods, with materials and services that prolong the life of goods, with repair and regeneration, renovation and remodelling.
- increase recycling and reuse of waste: prevent waste generation, increase quality separate collection, increase reuse and recycling, recyclability of products and use of recycled materials.
- promote the regenerative bio-economy of sectors based on the use of renewable biological resources, primary production (agriculture, forestry, fisheries and aquaculture) and other sectors using these resources (for the production of food, feed, green chemistry, energy and services).

In 2019, Italy introduced 637.3 million tonnes (Mt) of materials into its production and consumption system, of which approximately half (316 Mt) were imported. About 152 Mt were exported, the remaining 484 Mt were consumed internally. With a total consumption of 484 Mt, during the same year approximately 180 Mt were produced between municipal and special waste, of which approximately 38 Mt are waste generated by the treatment of other waste. In other words, 22.5% of the materials released into national production and consumption have become waste. In 2019, material was recycled for a total amount of almost 125 Mt (113 Mt of special waste and about 13.5 Mt of urban waste) with a circularity rate of 19%. 55 Mt of waste went to landfill or energy recovery. Italy is a resource-processing country, is poor in raw materials and depends heavily on their importation. The conversion towards greater circularity is a great opportunity for the Italian economy, as well as for ecological and climate sustainability.













# 3

## Environment

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# 3.1

## Sustainable use of resources



Topic materials #7

**GRI Standard of reference:**

GRI301: MATERIALS 2016  
GRI 303: ACOLA AND WASTE WATER 2018  
GRI 306: WASTE 2020

**Scope on the topic:**

Saviola Group

**Involvement of Saviola Group**

Direct

**Strategy:**

Recognising and enhancing resources through a process production based on the circular economy



Collection of wood post-consumer



Sazolene, laboratory images

# 3.2

## Uses of materials

From the outset, Saviola Group's production philosophy is based on the recovery and reuse of secondary raw material that can be renewed and reused without the need to cut down trees, with an economically and ecologically sustainable process logic.

The tons of raw materials used in total are approximately 1,607,086, of which 68% is made up of the main raw material reported: wood waste (increased by 13% compared to the previous year).

From the comparison between the uses of materials in 2021 and those of 2020, an overall increase of 15% in line with the increase in production that took place in 2021, showing the particular attention that Saviola Group places on the use of its materials and the sustainable management of resources.

### RAW MATERIALS

#### Saviola Group – Years 2020-2021

Raw material	UDM	2021	2020	Change (%) 2020 vs 2021
Wood waste	t	1,094,708	950,615	13%
Urea	t	191,936	148,838	22%
Methanol	t	187,771	149,657	20%
Chestnut wood purchased	t	45,698	72,569	-59%
Melamine	t	22,572	14,518	36%
Secondary solid fuel	t	18,564	18,413	1%
Phenol	t	10,606	8,302	22%
Paraffin	t	6,741	5,745	15%
Liquid sulphate	t	5,882	5,067	14%
Non-hazardous additives	t	2,694	1,558	42%
ABS	t	2,590	2,991	-15%
PET protection	t	2,374	2,721	-15%
KRAFT paper	t	2,257	2,558	-13%
DEG Diethylene glycol	t	1,822	978	46%
Soda	t	1,807	1,479	18%
Ammonia	t	1,372	741	46%
Phosphoric Acid	t	1,202	242	80%
Fireproofing	t	1,123	557	50%
Sodium hydroxide 30%	t	907	686	24%
Regenerated plastic materials	t	876	719	18%
Ammonium Sulphate 21% N	t	726	419	42%
Furniture edging	t	649	572	12%
Plasticiser	t	366	259	29%
Recycled paper	t	354	277	22%
Urotropin	t	333	181	45%
MASTER dyes	t	263	340	-29%
PMMA plate	t	237	171	28%
Polypropylene	t	200	208	-4%
Primer	t	159	146	8%
PE stretch film	t	158	117	26%
Dicyandiamide	t	139	159	-14%
Hardware packages	no.	6,512,803	4,791,935	26%
Assembly instructions document	no.	3,340,287	2,423,602	27%
Cardboard boxes	no.	3,229,495	2,453,962	24%

# 3.3

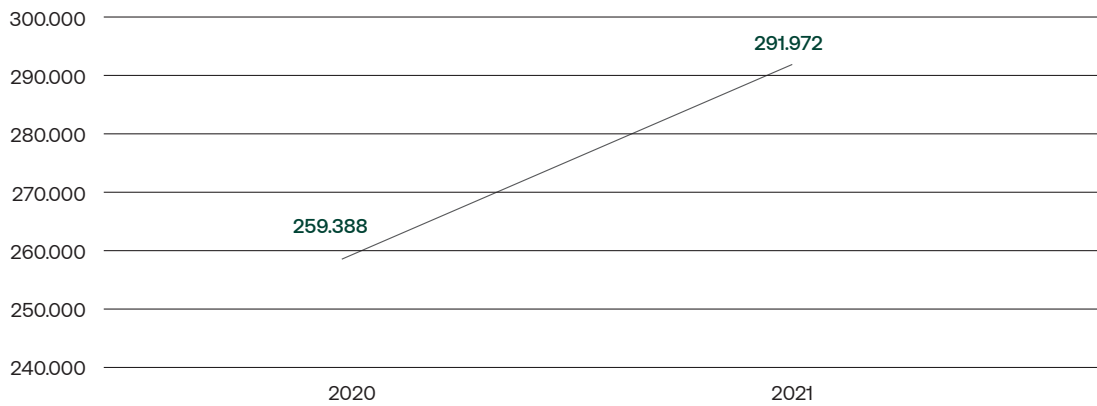
## Waste

The optimal management of waste and its valorisation with a view to the circular economy is a strategic objective for the Saviola Group, which has always been committed to the recovery of materials and energy and the fight against impact and waste.

For the production of the ecological panel Saviola Group uses wood waste collected in Italy and Europe, including: waste from wood processing, wood packaging, wood fraction from separate waste collection, wood waste from construction and demolition operations and waste from mechanical waste treatment.

In compliance with sustainable development goals, Saviola Group produced 291,972 tonnes in 2021, 12% more waste than in 2020 due to the increase in production capacity and days worked.

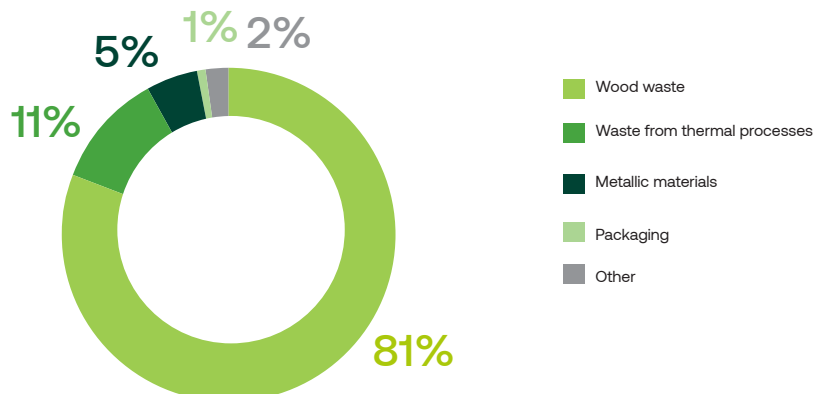
### TOTAL WASTE PRODUCED Saviola Group - 2020 - 2021



Among the main categories of waste produced, 81% comes from waste decaying from the production process deriving from the processing of wood, of which approximately 92% is destined for the recovery of energy by combustion and the remaining part is destined for the recovery of material. Furthermore, 11% of

the waste produced comes from thermal processes, 5% from metallic materials from the cleaning of incoming raw material and maintenance operations (for example, from the disposal of some plant parts), 1% comes from packaging waste and 2% is represented by other residual waste.

### MAIN CATEGORIES OF WASTE PRODUCED Saviola Group - 2021

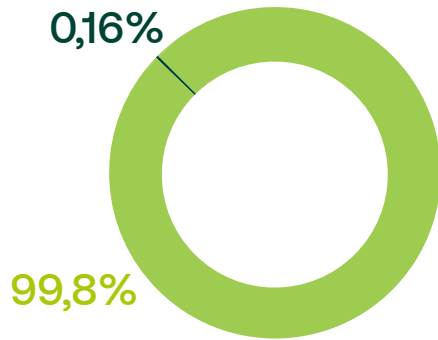




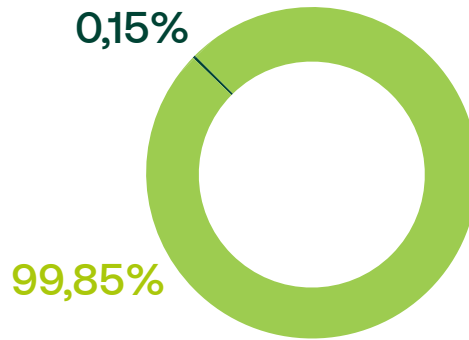
The almost totality of the waste produced is represented by non-hazardous waste, while hazardous waste amounts to a total of 0.15% of the total, in line with the previous year.

The main hazardous wastes consist mainly of end-of-life vehicles, aqueous liquid wastes and wastes from the production, formulation, supply and use of basic organic chemicals.

**PRODUCTION OF HAZARDOUS AND NON HAZARDOUS WASTE**  
Saviola Group - 2020



**PRODUCTION OF HAZARDOUS AND NON HAZARDOUS WASTE**  
Saviola Group - 2021

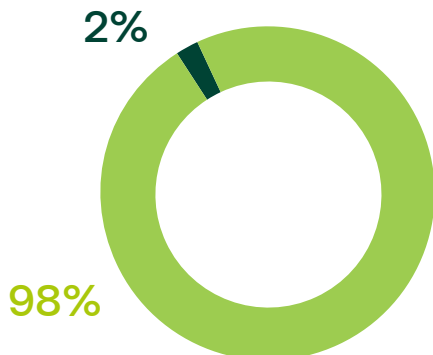


■ Non-hazardous waste ■ Hazardous waste

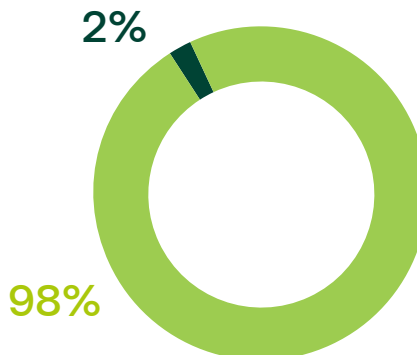
Of the total waste produced, 98% is sent for recovery, only 2% for disposal. Among the main wastes sent for recovery: sawdust, chips, cutting residues, wood, chipboard and veneer panels, wood waste from the mechanical treatment of waste, ash from combustion for the supply of process and heating needs, ferrous metals produced from the cleaning of wood waste and in general from plant maintenance activities. Of the non-hazardous waste, 286,647 tons, sent for recovery, 92% is destined for other recovery operations (including energy recovery) and 8% for recycling operations. On the other hand, hazar-

dous waste destined for recovery (261 tons), 81% is destined for other recovery operations (including energy recovery) and about 19% for recycling. Main wastes sent for disposal: residues from wood processing and panel production containing hazardous substances, filter material residues, mixed material packaging. Of the wastes sent for disposal, 5,528 tons, 98% of non-hazardous wastes were sent to landfill and 2% to other disposal operations. By contrast, of the hazardous waste sent for disposal (188.89 tonnes), 82% was sent to other disposal operations and the remainder was landfilled.

**WASTE MANAGEMENT PRODUCTS**  
Saviola Group - 2020



**PRODUCT WASTE MANAGEMENT (RECOVERY)**  
Saviola Group - 2021



■ Total waste recovery ■ Total waste to be disposed of

■ Total waste to be disposed of ■ Total waste recovery







# 3.4

## Water Resources

The water resources within the Saviola Group plants are mainly used for the washing phases of wood waste, for the cooling of industrial processes and for the production of liquid resins. Another particular use is represented by the extraction of tannins that is carried out in the Radicofani plant (Siena).

Cooling water, as well as steam, are used inside partially closed circuits, thus allowing the

same water to be reused continuously, minimising waste.

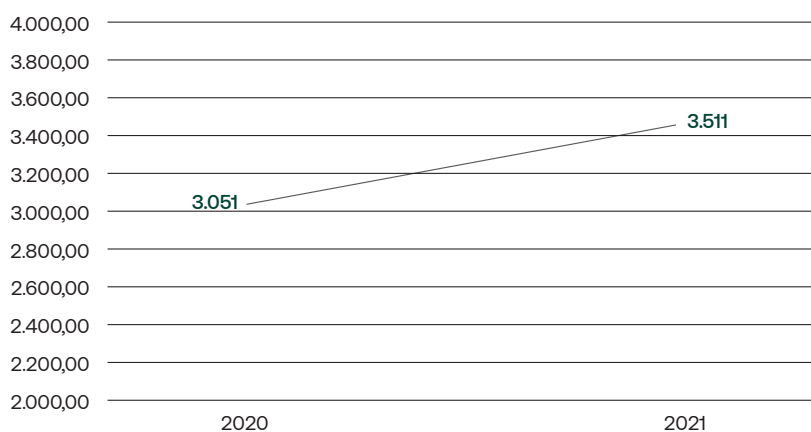
Overall, the Group's water consumption in 2021 increased by 15% in view of the greater number of production days compared to the previous year and the scarcity of rainfall that characterised the weather conditions of all the countries in which the Group's plants are located, and which did not allow the recovery of the rainwater at the same levels as previously observed. Consumption data are collected by the staff of the production departments through direct reading of the meters installed at the head of each well and on the aqueduct line.

### WATER WITHDRAWALS - 2020/2021

Amount (m3)	2021	2020	Change 2021 vs 2020
Surface water	315,265.00	289,130.00	9%
Ground water	3,142,901.00	2,718,698.00	16%
Third-party water resources	53,247.30	43,196.00	23%
Total	3,511,413.30	3,051,024.00	15%

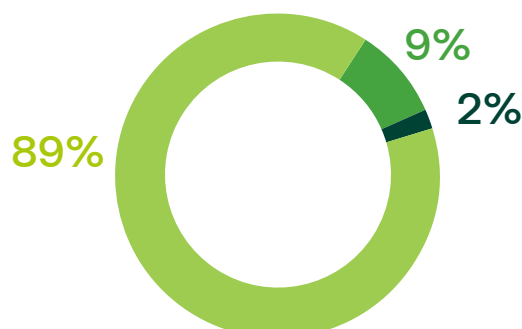
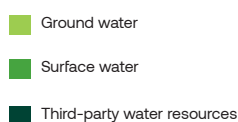
### TOTAL WATER WITHDRAWALS - 2020/2021 (THOUSANDS OF m<sup>3</sup>)

#### Saviola Group



### SOURCES OF WATER SUPPLY

#### Saviola Group - Year 2021





## Effluents

The quality of the Group's effluents is determined by the legislation in force in the States where the plants are located. Wastewater includes boiler flue gas and wood waste water and overflow from the cooling water circuit.

Other effluents are produced by the chemical-physical clariflocculation treatment plant at the Sustinente (Mantua) site, which treats wastewater from the acidity neutralisation system with an aqueous solution of caustic soda,

and by the demineralised water production plant, which is served by the steam circuit of the self-production power plant and the liquid resin production departments.

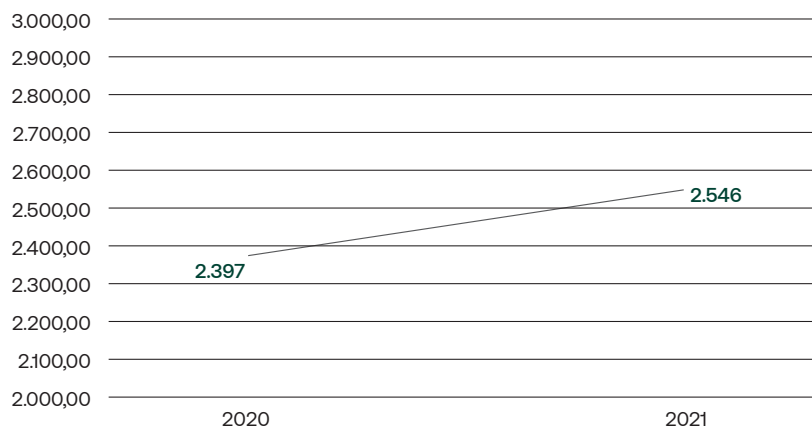
The controls on wastewater are very strict: these are carried out daily by internal laboratories, and fortnightly by accredited external laboratories. In 2021, effluents increased by 6% compared to 2020 as a result of the production increase in 2021. In 2021, there were no cases of non-compliance with the effluent limits provided for by current regulations.

### TOTAL WATER EFFLUENTS - 2020/2021

Amount (m3)	2020	2021	Change 2021 vs 2020
Surface water	1,011,051	1,047,589	4%
Ground water	1,363,649	1,494,565	10%
Sea water	0	0	-
Third-party water resources	22,161	3,454	-84%
Total	2,396,861	2,545,608	6%

### TOTAL WATER DISCHARGE - 2020/2021

#### Saviola Group



## ENVIRONMENTAL ASSESSMENT, CONCRETE EVIDENCE OF COMMITMENT TOWARDS SUSTAINABILITY



### Paolo Lamberti

Chairman of Federchimica

The environmental issues that are so hotly debated today, and which understandably fascinate the younger generations, have inspired a necessary and timely debate on a topic of capital interest.

This heightened sensitivity to environmental protection, starting with the fight against climate change, is certainly a positive fact, which should not, however, be approached on the wave of emotionalism, suggesting summary solutions that are easy to implement. On the contrary, the challenges ahead are full of complexities of which we need to be well aware.

Even the concept of sustainability itself is composite, as it must take into account three dimensions: the environmental certainly, but also the social and economic. Without combining these three elements, the choices made are unbalanced and risk leading to even counter-productive results.

The chemical industry is familiar with the sustainability formula and operates with the aim of successfully pursuing the ecologi-

cal transition, without sacrificing welfare. With our solid scientific and managerial skills, we can develop appropriate technological solutions to overcome the current limits of development, including for all downstream supply chains, optimising processes and making ever better use of resources, minimising the use of the most valuable ones, reusing or replacing them, and also valorising waste.

Moving beyond old, now unfounded stereotypes, we can safely say that chemistry has long been a leader in environmental sustainability. Our Green Deal started many years ago, so much so that our companies are already on track to meet the European Union's 2030 climate change targets and, in the last 30 years, have reduced greenhouse gases by 54% and improved energy efficiency by more than 55%. Chemistry also plays a virtuous role with regard to downstream supply chains: every tonne of CO<sub>2</sub> equivalent emitted for chemical production avoids, in fact, the emission of about 3 tonnes by customer sectors or end users.

In order to understand such a significant commitment to sustainability, however, a complex language is needed, of which an environmental assessment is certainly a concrete representation: that of the Saviola Group which, with seriousness and transparency, also tells this year its activity inspired by sustainable development is a valuable testimony. This is a path that I hope can be taken by an increasing number of companies, so that it can be shown that the entire production world is actually doing its part.

# saviola Talks



# 3.5

## Pollution prevention and Climate Change



Topic materials #8 and #9

<b>GRI Standard of reference:</b>	GRI302: ENERGY 2016 GRI 305: EMISSIONS 2016
<b>Scope on the topic:</b>	Saviola Group
<b>Involvement of Saviola Group</b>	Direct
<b>Strategy:</b>	To identify the impacts on the environment and to progressively reduce and prevent them

# 3.6

## Energy

Saviola Group believes that its own actions, and those of each of us, are decisive in the future of the planet. According to the recent Climate Report released by IPCC<sup>1</sup>, we only have 12 years to slow the rise in temperatures. Saviola's commitment is aimed at minimising its impact and lowering CO<sub>2</sub> emissions. In line with the SDG targets, the Saviola Group is committed to implementing corrective measures, aiming to reduce and optimise its energy consumption. Saviola Group has been committed to wood

recycling for 30 years, operating through a unique certified quality production process that allows post-consumer wood (broken furniture, pallets, fruit crates, wood processing residues, ...) to be given a new life without using virgin raw material, saving the lives of trees, organisms that are indispensable for combating climate change.

Thanks to this production system, the Saviola Group is committed to saving more than 2.8 million trees every year, with a corresponding environmental benefit of 2 million tonnes of CO<sub>2</sub> not released into the environment, equivalent to the average annual 1.3 million diesel cars. An important carbon sink, given that a tree in a forest ecosystem is able to store more than 30 kg of CO<sub>2</sub> annually. Saviola aims to increase the use of renewable

<sup>1</sup> United Nations Intergovernmental Panel on Climate Change

energy in its energy mix (Target 7.2 of SDG number 7) and to improve its energy efficiency (Target 7.3 of SDG number 7) also through the systematic re-use of raw materials that ensure the preservation of forests. By applying these approaches to the energy field, the Saviola Group aims to maximise energy recovery and complete reuse for energy purposes of the waste decaying waste from production processes, thereby meeting approximately 74% of its thermal energy needs with renewable energy.

During 2021, the Saviola Group recorded an electricity and heat consumption for the development of its activities of 5,873 TJ. Overall, there was an increase in consumption of about 15% compared to what was reported in 2020. However, this increase must be compared with an increase in production levels compared to 2020, which, as far as the main productions of the industrial group are concerned, show an increase of 17% for raw chipboard, 28% for melamine-faced chipboard and 27% for resins and adhesives for the furniture industry.

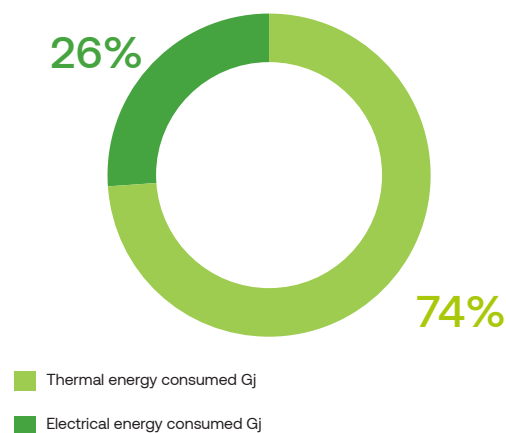
## ELECTRICAL AND THERMAL ENERGY CONSUMPTION

		2019	2020	2021
<b>Electrical energy consumed</b>	<b>GJ</b>	<b>1,081,089</b>	<b>1,065,096</b>	<b>1,207,401</b>
of which acquired from the mains network	GJ	980,461	969,429	1,088,447
of which self-generated	GJ	100,628	95,667	118,954
generated electrical energy fed back into the grid	GJ	12,597	23,252	10,980
<b>Thermal energy consumed</b>	<b>GJ</b>	<b>3,535,997</b>	<b>4,042,748</b>	<b>4,665,253</b>
Process uses and heating	GJ	2,418,358	2,912,334	3,419,656
Internal handling/mobile raw material treatment systems	GJ	66,538	55,609	54,940
Transformation thermal energy: material/heat recovery in self-generation systems of electrical energy	GJ	1,051,101	1,074,815	1,190,657

(\* ) 2019 reporting scope (excluding Sadepan Latinoamericana and Sadepan Chimica NV – Genk)

In 2021, excluding the thermal energy consumption contribution (1191 TJ) for transformation into electrical energy and, therefore, not directly consumed for manufacturing purposes, the breakdown between electrical energy consumption and thermal energy consumption is essentially the same as 2020 (approximately 26% electrical energy, or 1207 TJ and approximately 74% thermal energy, or 3475 TJ).

## CONSUMPTION OF ELECTRICITY AND HEAT ENERGY Saviola Group - year 2021

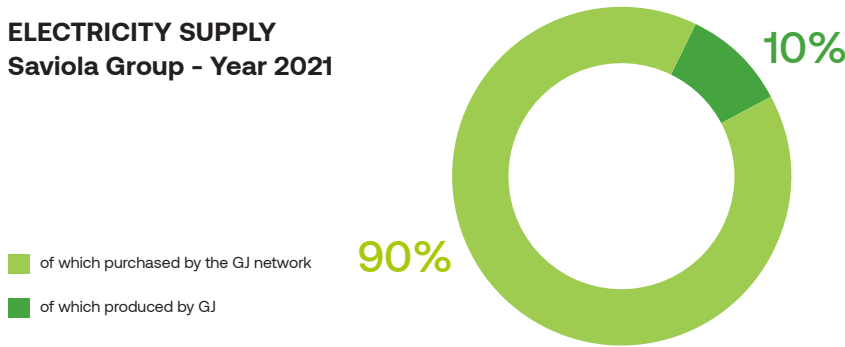


### Heat and material recovery for self-generation systems

The industrial Group consumes for its own use approximately 119 TJ of self-generated electrical energy through the recovery of heat and mate-

rials, equal to 10% of the overall electrical energy consumed. This self-consumption is ensured by the self-production systems of electricity, installed at the Sustinente and Genk plants, as well as a negligible consumption of diesel for the emergency generators installed at the various plants.

### ELECTRICITY SUPPLY Saviola Group - Year 2021



In Sustinente, there is a self-production power plant fuelled by steam produced by a generator that uses as fuel a mix of wood waste decaying from production activities and a fraction of CSS from municipal waste delivered from the surrounding area.

Saviola Group constitutes a truly integrated system both in material recovery, thanks to the recycling of wood waste, and in energy recovery by completing the reuse cycle of incoming waste in its plant system.

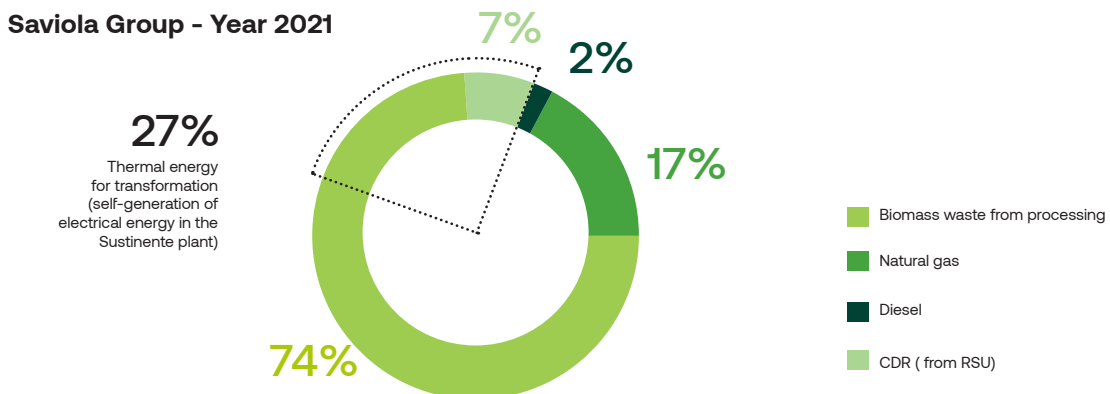
In 2021, approximately 86% of the gross self-produced electricity of the Sustinente plant was self-consumed (including the use of power plant auxiliaries). The remainder was fed into the grid, about 11 TJ. The Genk plant self-consumes all the electricity produced, about 30TJ.

### Thermal energy and combustibles

A large part of the thermal energy consumed by the Group is used to power the process uses required by the production plants and, to a lesser extent, for the environmental heating of the work areas (offices and other areas).

Biomass, decaying from the processing steps for chipboard production, is the most widely used fuel. Natural gas is used as a supplement to material recovery for energy purposes. Even in the chemical facilities, the main driver powering process uses is heat recovered from the exothermic reaction to produce formaldehyde. Diesel fuel is used to power the emergency generators and the internal handling vehicles.

### USE OF FUELS Saviola Group - Year 2021





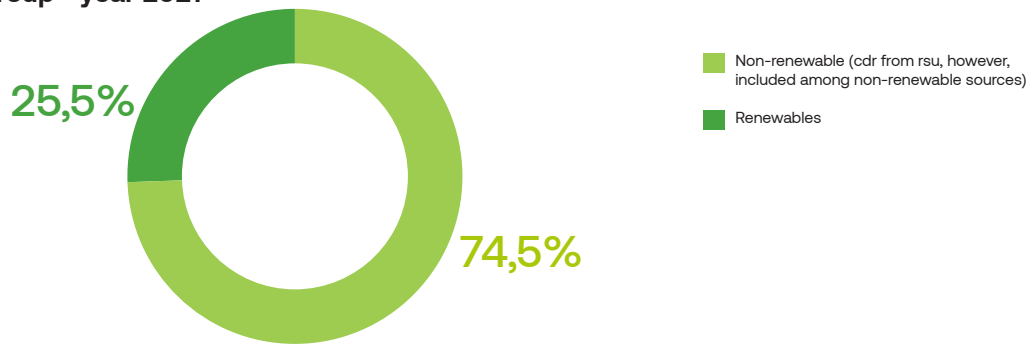
The total energy content of fuels used in 2021 by the Saviola Group is 3771 TJ. The contribution of waste biomass from processing accounts for 74%, and is about 2808 TJ. This fuel fraction contains between 96 and 99% of renewable carbon. 27% of the entire energy content of the fuels, amounting to 1021 TJ, was used for self-generation of electricity in the Sustinente plant (thermal energy for transformation)

In addition to the share of renewable energy from the combustion of woody biomass waste, around 728 TJ of heat is recovered for process use in chemical plants. In addition to the share of renewable energy deriving from the combustion of woody biomass waste, in the chemical

plants about 728 TJ of heat are recovered for the process uses. In addition to this recovery, at the Genk plant 169 TJ are recovered for conversion into electricity, which is self-consumed at the plant. Being a heat recovery originating from an exothermic chemical reaction, this energy has renewable characteristics, as it replaces the combustion of fossil carbon to compensate the thermal energy needs of the departments in which this heat is recovered.

Based on the observations made above, the breakdown between renewable and non-renewable sources of the energy content of fuels used is as follows:

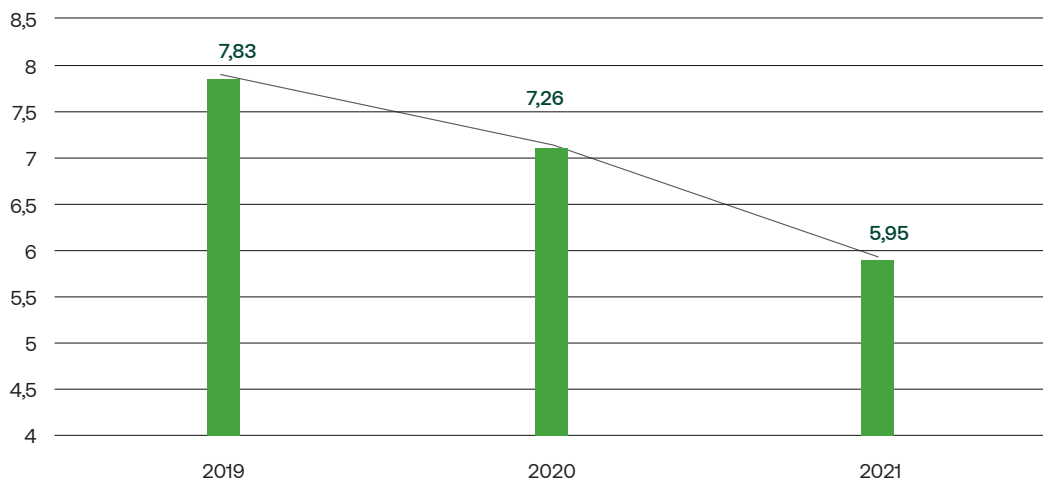
### SOURCES OF THERMAL ENERGY PRODUCED AND CONSUMED Saviola Group - year 2021



Maintaining the same settings and excluding the thermal energy used for conversion into self-generated electrical energy in the plants (1191

TJ), the thermal energy used for production processes and ambient heating of the work areas is approximately 82% from renewable sources.

### ENERGY INTENSITY INDICATOR (TJ/MIL.€) Saviola Group







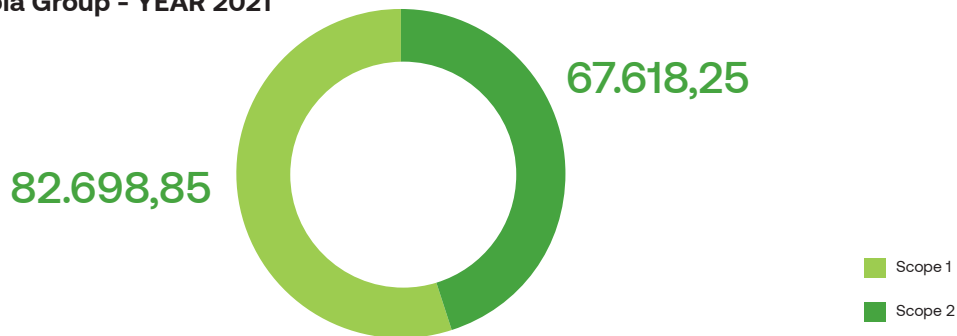


## Greenhouse gas emissions

In 2021, Saviola Group's total greenhouse gas emissions were 150,317 tons of CO<sub>2</sub>, divided into 67,618 tons of direct emissions (Scope 1) and 82,699 tons of CO<sub>2</sub> of indirect emissions

(Scope 2). With regard to the direct emissions, CO<sub>2</sub> emission accounting follows the approach known as the Emission Trading System, which applies a zero emission factor to the renewable portion of carbon present, in the biomass and used in combustion systems.

### SCOPE 1 AND SCOPE 2 EMISSIONS Saviola Group - YEAR 2021



For indirect emissions, the emission factor established by ISPRA<sup>2</sup> in 2020 is used for the emission profile of the energy mix of the reference country (location based).

### Compensation initiatives

Thanks to adhesion to the incentive mechanisms dedicated to energy efficiency activated by the GSE (Gestore Servizi Energetici), it was possible to report on the savings achieved also for 2021: 3160.43 MWh, 17% more than in 2020 (2694 MWh). The white certificates issued in 1985 represented a savings of 1264.51 tonnes of CO<sub>2eq</sub>.

The efficiency interventions mainly involved the plants of Composad-Gerbolina (Mantova) and Saviola-Radicofani (SI). In particular, in the Radicofani plant, new energy efficiency projects have been activated in 2021 that can be accounted for in the coming years, generating new Energy Efficiency Certificates. The Sadeplan plant in Genk (Belgium) continued its membership of the energy efficiency programme activated by the regional government of Flanders (EBO programme, Energiebeleidsovereenkomst) in 2021, with positive results of the follow-up audits of the three-year efficiency plan set up.

<sup>2</sup> Used the 2020 factor (258.3 gCO<sub>2</sub>/kWh) – ISPRA - report no. 343/2020 - tab. 2.25 – page 72  
Emission factors of national electricity production and electricity consumption (gCO<sub>2</sub>/kWh)



## ENERGY TRANSITION

**Carlo Stagnaro**

Director of Research and Studies  
at the Bruno Leoni Institute

While the echoes of the Glasgow conference had not yet died down, 2022 began first with the gas emergency, and then with the outbreak of hostilities in Ukraine. All of this has forced us to radically rethink our energy policy: the issue of energy security has made a powerful comeback. However, it would be a mistake to dismiss environmental goals as having been overtaken by events. Countering global warming remains the long-term priority. What the latest facts teach us, however, is that it cannot be the only priority: and that it must therefore be placed in a context that also leaves room for other equally worthy objectives, such as, precisely, security of supply and market competitiveness. In short, it becomes even more important to realise that the process of decarbonising the economy inevitably involves a long and complex path, which must also leave room for other reasons.

From this point of view, the worst enemy of the transition is the idea that everything is easy, quick and painless: an idea that

inevitably gives rise to disillusionment and the rejection of what are instead the aims and instruments of the progressive zeroing of CO<sub>2</sub> emissions. On the contrary, the transition has and will have macroeconomic impacts. It is very likely that in the long term the environmental benefits will outweigh the economic and other costs: but this is of little comfort to all those who are called upon, in the immediate future, to pay the price. Just these days we have an example of this: the rush to disinvest in fossil fuels bears quite a bit of responsibility for what is happening, having exposed the markets to the current turmoil and having put a rope in Vladimir Putin's hand that he did not hesitate to pull. Therefore, pursuing a reduction in dependence on hydrocarbons does not mean that we should not, in the meantime, ensure a reasonable diversification of sources and suppliers. Being aware that their role will eventually have to diminish should not make us give in to the illusion that we can simply ignore or demonise them.

In short: it would be a mistake to overturn our policies and cancel the transition, or in any case relegate it to a secondary role. But it would be an even bigger mistake not to learn the dramatic lesson that the new year is bringing with it.

# saviola Talks

# 3.7

## Emissions

In organising the various manufacturing operations in facilities, all the emission flows are conveyed to authorised points and controlled on the basis of the authorisation requirements, by continuous monitoring systems or by discontinuous sampling and analysis. The emission points have abatement systems designed to reduce the concentration of the substances emitted.

Saviola Group's plant technicians are constantly

engaged in the maintenance control of abatement systems, in order to guarantee correct operating efficiency and the corresponding degree of abatement of emission flux concentrations. Continuous monitoring systems are also periodically calibrated and calibrated for the correct verification, during the operation of the plants, of the concentration limits stipulated in the permits.

In addition to the continuous monitoring systems in place in compliance with permit requirements, emissions are periodically checked by means of discontinuous sampling and testing by Accredited External Laboratories.

The following table shows the trend of emissions in the three-year period 2019-21.

EMISSIONS	Unit of measurement	2019	2020	2021
Nitrogen oxides (NOx)	kg	1,033,877	968,274	975,560
CO	kg	639,472	620,712	707,928
Ammonia	kg	241,806	287,986	163,700
VOC - Volatile Organic Compounds	kg	236,933	213,240	303,889
Formaldehyde	kg	75,670	79,414	69,76
Dust	kg	66,395	51,206	54,916
VOS - Volatile Organic Substances	kg	22,091	12,700	12,096
Sulphur oxides (SOx)	kg	13,469	10,780	22,733
Hydrochloric acid (HCl)	kg	5,843	4,630	3,698

### Project KilometroVerdeParma

This year, the Saviola Group, which has always been committed to the circular valorisation of waste materials and post-consumer products, joins the KilometroVerdeParma Forestry Consortium as a Supporting Partner, which promotes and creates urban forests through planting and reforestation projects throughout the Parma area.

The two share the same values of protecting biodiversity, natural values and forests. The KilometroVerdeParma project is rooted in the territory of the Po Valley and is aimed at enhancing the territories straddling Mantua, Parma and Reggio Emilia, which include the Oglio Po

area, a recently recognised UNESCO Mab area. Saviola Group's support for the Consortium is also substantiated by the products of the Saviolife (Life Science) Business Unit, zero-waste fertilisers that respect the rhythm of nature, counteract groundwater and soil pollution and thus actively contribute to the redevelopment of territories.

Specifically, Sazolene, a slow release nitrogen fertilizer from the Saviolife product range, was used to fertilize a new urban forest of 1,030 trees on an area of 1.6 hectares in the residential district of Parma Mia. Other projects will be activated in the coming months.



## The KilometroVerdeParma Forest Consortium

Chaired by Maria Paola Chiesi, it is a non-profit organisation that deals with the definition, implementation, management, development and promotion of reforestation projects, networking between institutions, environmental associations, virtuous companies, the world of

education and private citizens. Together with Saviola Group, there are currently 61 members of the Consortium, including important Italian companies such as, for example, the Ordinary Shareholders Agugiaro & Figna, Barilla, Chiesi Group, Dallara, Davines, Dulevo, Laterlite, Montecchi and Prima.



Forest of Molino  
di Agugiaro&Figna

Urban Forest Parma Mia



## WE PLANT TREES TO PRODUCE VALUE FOR THE COMMUNITY



### **Maria Paola Chiesi**

Chairman of KilometroVerdeParma

Over the past 150 years, we have witnessed a profound advancement of humanity. With positive consequences for society: think, for example, of greater well-being, increased life expectancy or the availability of technologies that simplify our existence and make scenarios that were unimaginable just a few years ago a reality. At the same time, we have to recognise that progress has produced certain distortions: think of the growing inequalities between people, the concentration of enormous wealth in the hands of a few, and climate change. One of the models that has determined the worst consequences is the consumer model, which we can summarise with the formula "take, make, dispose". We all see the consequences: increasingly problematic waste management, which contributes to climate change and pollution, directly affecting many ecosystems and many species. Let's just think about the invasion of plastic in the seas. A paradigm shift is needed: in particular, we must overcome the equation whereby the citizen is first and foremost a consumer, a purely utilitarian conception of

the person. The key concept is that of circular economy, based on reduction, reuse, recycling, sharing: the resources available to the planet are not unlimited. They must remain the patrimony of all and not become the prerogative of a few, who exploit them with potentially negative impacts for the whole of humanity. A fundamental resource is the Earth. Let us remember that, until a century and a half ago, the typical European landscape consisted of flat forests. Even the territory corresponding to the current Emilia-Romagna was almost totally covered by forests: today the forest heritage of our Region, which remains significant, is just over 610,000 hectares, equal to almost a third of the total territory. Many forests have been progressively sacrificed, to make way for new urban settlements and intensive agriculture. It is in this context that the KilometroVerdeParma Forest Consortium has found its mission: for us, rethinking the use of resources starts from the design of reforestation interventions in the territory of Parma and the province. Planting new trees - over 40,000 between May 2020 and December 2021 - means using the soil to produce value. Think of the ecosystem benefits that can be derived from an urban forest: from the storage of CO<sub>2</sub> to the production of oxygen, from the filtering of fine particulate matter resulting from pollution to the mitigation of heat islands, from increased soil fertility to the fight against hydrogeological instability, via the protection of biodiversity. A greener city is also more liveable and offers its inhabitants new spaces for socialising outdoors - an aspect not to be underestimated in an era marked by the Covid-19 health emergency.











# 4

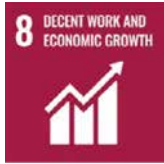
## Social

4.1 Working at Saviola Group	62
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# 4.1

## Working at Saviola Group



Topic materials #2 and #7

### Relationships and working conditions

<b>GRI Standard of reference:</b>	GRI102: GENERAL INFORMATION 2016 GRI 401: EMPLOYMENT 2016 GRI 402: RELATIONS BETWEEN EMPLOYEES AND MANAGEMENT 2016 GRI 404: TRAINING 2016
<b>Scope on the topic:</b>	Saviola Group
<b>Involvement of Saviola Group</b>	Direct

One of the key factors for the success of an organisation are its people, who are considered the decisive element in ensuring respect for and promotion of safety at work, protecting product quality and meeting customer expectations. Saviola Group considers human resources the most valuable asset it can rely on to achieve its goals. Working for Saviola Group means embarking on a path of personal and professional enrichment that enhances the candidate's aptitude profile and skills and in which private and working life are appropriately balanced. Saviola Group brings together five attractive and continuously growing companies and represents, for all employees, a stimulating working environment based on constant dialogue and discussion. The

Group provides induction paths that foster learning and reward employees' commitment and adherence to corporate values, and support continuous professional growth within the group.

With the Covid-19 pandemic crisis, the Group activated the remote working mode (Smart Working) for administrative offices in order to allow adequate interpersonal distancing without compromising the operations of the departments involved. Introduced to respond to the emergency in 2020/2021, Smart Working has now become an integrated and codified option to be managed and calibrated also in the years to come, thanks also to the discussion with stakeholders.

## Relationships and Working Conditions

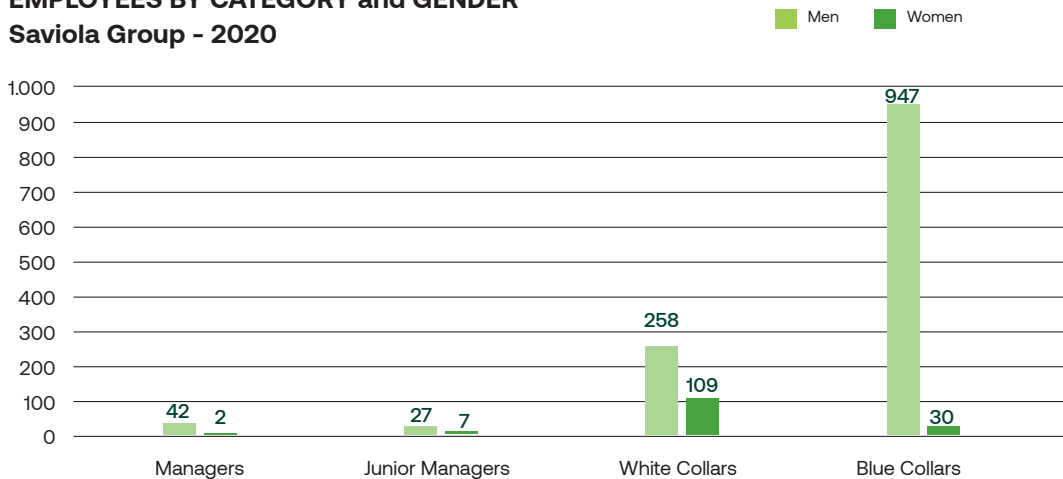
### Employees (direct staff of the Saviola Group)

Compared to 2020, the total number of Saviola Group employees remained substantially unchanged: 1464 employees, net of the recruitments and terminations recorded. As at 31 December 2021, the Saviola Group's workforce consisted of 1412 in-house employees and 52 workers on staff leasing contracts.

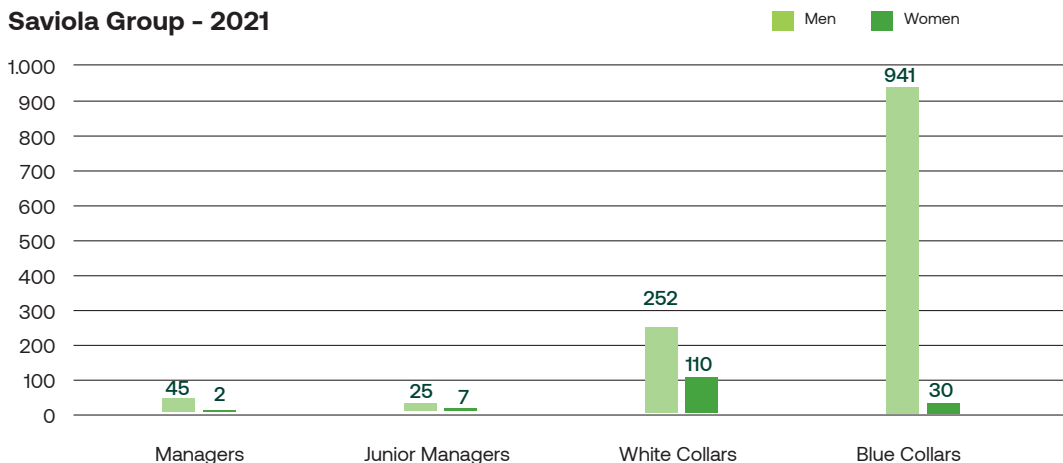
### EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER Saviola Group - 2021

Employees by geographic area	Men	Women	Total
Italy	1114	133	1247
Belgium	42	4	46
Argentina	107	12	119
Total	1263	149	1412

### EMPLOYEES BY CATEGORY and GENDER Saviola Group - 2020

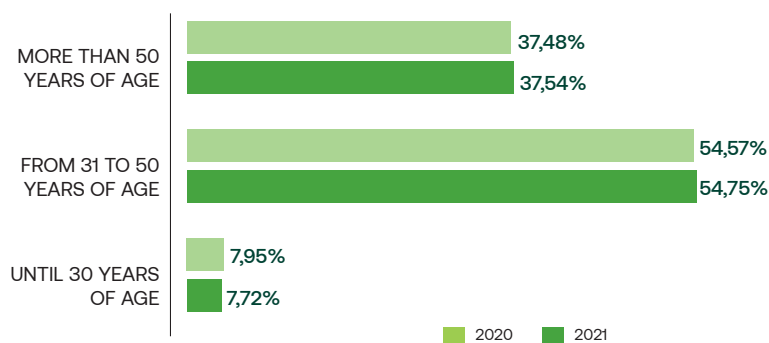


### COLLABORATORS BY CATEGORY and GENDER Saviola Group - 2021



## PERCENTAGE OF EMPLOYEES BY AGE GROUP

### Saviola Group - 2020/2021



National collective bargaining agreements are applied to 100% of the Group's employees and, in addition, the Saviola Group applies a supplementary company bargaining agreement to 89% of its employees.

Directly employed staff, 97% of the workforce, have permanent contracts and 98% are em-

ployed on a full-time basis. The Group promotes contractual relationships that can give stability to both staff and Business Units. Always attentive to the balance between private and working life, the Group offers, to those who request it, the possibility of a part-time contract, in smart working and with flexible hours.

## TYPE OF CONTRACT BY GENDER

### Saviola Group - 2020/2021

Gender	2021			2020		
	Permanent contract	Fixed-term contract	Total	Permanent contract	Fixed-term contract	Total
Men	1,227	36	1263	1,238	36	1,274
Women	145	4	149	142	6	148
Total	1372	40	1,412	1,380	42	1,422

Of all Saviola Group employees, the number of part-time contracts compared to the previous year remained unchanged, while full-time contracts decreased by 11 units.

## TYPE OF EMPLOYMENT BY GENDER

### Saviola Group

Genere	2021			2020		
	Full time	Part time	Totale	Full time	Part time	Totale
Men	1,259	4	1263	1,270	4	1,274
Women	128	21	149	127	21	148
Total	1387	25	1412	1,397	25	1,422



## 4.1.1.1

### Turnover

Total hirings in the year 2021 by the Saviola Group stand at 111 units: 74% of these are new hirings while the remaining share indicates confir-

mations of contracts from fixed-term to permanent contracts. Compared to 2020, open-ended contracts did not increase given that, from a prudential viewpoint, the Group preferred to not stabilise certain fixed-term contracts that would normally have been confirmed. Hiring in 2021 reflects a labour market that is back to normal pre-pandemic conditions.

#### TOTAL RECRUITMENTS

##### Saviola Group – 2021

KPI	Up to 29 years of age			From 30 to 50 years			After 50			Total		
	U	D	TOT	U	D	TOT	U	D	TOT	U	D	TOT
New Recruitments from outside the Group	28	3	31	38	4	42	9	0	9	75	7	82
Confirmation of fixed-term contracts	8	2	10	15	2	17	2	0	2	25	4	29
<b>Total</b>	<b>36</b>	<b>5</b>	<b>41</b>	<b>53</b>	<b>6</b>	<b>59</b>	<b>11</b>	<b>0</b>	<b>11</b>	<b>100</b>	<b>11</b>	<b>111</b>

In 2021, despite the persistence of the pandemic, the Saviola Group hired new employees, recording a positive hiring trend across gender and contractual categories.

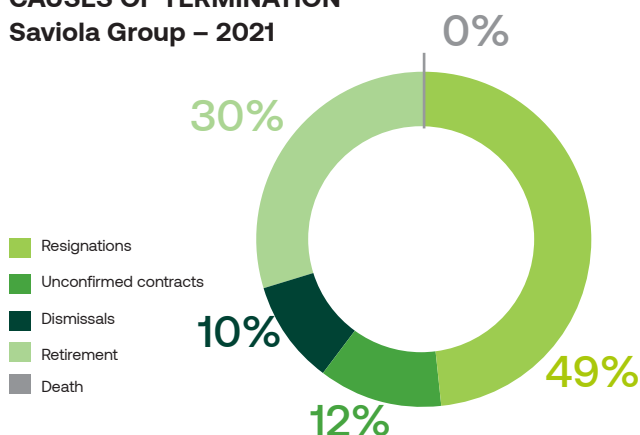
#### TERMINATIONS

##### Saviola Group – 2021

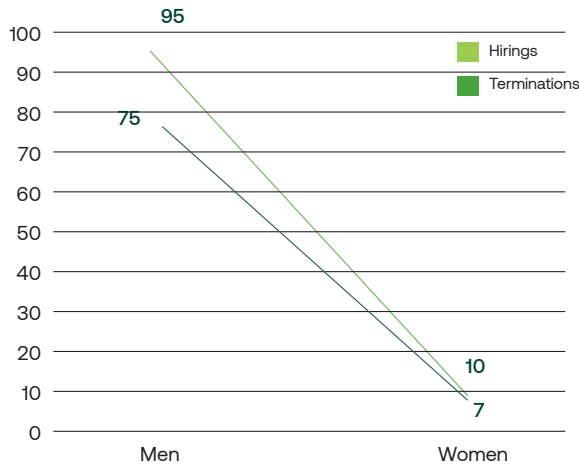
KPI	Up to 29 years of age			from 30 to 50 years of age			Beyond 50 years			Total		
	U	D	TOT	U	D	TOT	U	D	TOT	U	D	TOT
Resignations	15	1	16	17	4	21	9	0	9	41	5	46
Unconfirmed contracts	4	0	4	3	3	6	1	0	1	8	3	11
Dismissals	0	0	0	4	0	4	4	1	5	8	1	9
Retirement	0	0	0	0	0	0	28	0	28	28	0	28
Death	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>19</b>	<b>1</b>	<b>20</b>	<b>24</b>	<b>7</b>	<b>31</b>	<b>42</b>	<b>1</b>	<b>43</b>	<b>85</b>	<b>9</b>	<b>94</b>

A total of 94 terminations were recorded, 49% of these due to voluntary resignations, 30% due to retirements, 10% due to dismissals and 12% due to the expiry of fixed-term contracts that were not confirmed as permanent. Compared to the 82 terminations in 2020, there was, therefore, an increase of 15%.

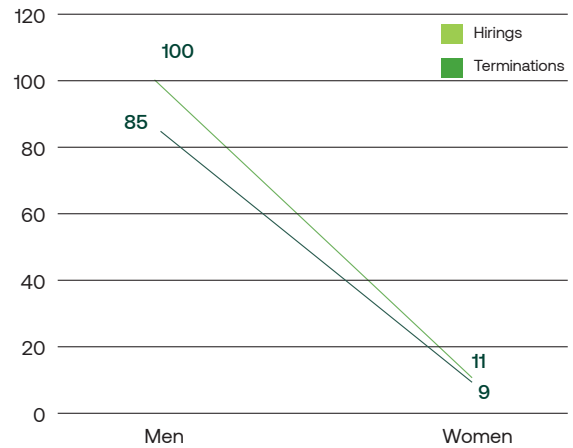
#### CAUSES OF TERMINATION Saviola Group – 2021



**RECRUITMENT AND TERMINATION BY GENDER**  
Saviola Group – 2020



**RECRUITMENT AND TERMINATION BY GENDER**  
Saviola Group – 2020



**TURNOVER RATE**

**Saviola Group - 2021<sup>3</sup>**

Unit of measurement	KPI	Up to 29 years of age			From 30 to 50 years			After 50			Total		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
%	Turnover rate	19.0%	11.1%	18.3%	3.5%	7.3%	4.0%	8.6%	2.3%	8.1%	6.7%	6.0%	6.7%

**Saviola Group - 2020**

%	Turnover rate	11.0%	22.2%	12.4%	3.8%	4.0%	3.9%	7.5%	2.5%	7.1%	5.9%	4.7%	5.8%
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<sup>3</sup> Turnover rate = number of terminations by gender and age range - employees by gender and age range

Compared to the previous year in 2021, there was an increase in overall turnover of just under 1 percentage point. The figure for younger men and women is quite significant, one of the categories most affected by the effects of the pandemic on the labour market in 2020.

**Performance evaluation and professional development**

The performance evaluation system implemented by the Saviola Group is designed to enhance the potential of each individual and accompany the development of the professional journey in line with the company's objectives and values.

The evaluation system provides for:

- Management by Objectives (MBO): objectives defined for all managers and for some junior managers and white collar employees, introduced by individual bargaining according to qualitative performance indicators.
- Recognition for all employees: premiums established with company agreements and paid to the various categories of classification (junior managers, white and blue collar workers).

## 4.1.1.2

### Horizontal and vertical mobility of employees

Saviola Group, in line with its incentive policies for vertical and horizontal mobility, has always

supported employees wishing to take up a more appropriate company position, and promotes career advancement based on merit. This is done through a system of continuous evaluation and dialogue to bring out possibilities and opportunities for job or role changes. The data on employee mobility indicate the following personnel movements for 2021: there were 86 job changes within their classification category and 80 level changes.

#### HORIZONTAL MOBILITY

##### Saviola Group - 2021

		Male	Female	Total
Transfers (final)	no.	3.00	0.00	3.00
Job Changes (final)	no.	82.00	1.00	83.00
Total resources	no.	85.00	1.00	86.00
of which managers	no.	3.00	0.00	3.00

#### VERTICAL MOBILITY

##### Saviola Group - 2021

		Male	Female	Total
Change of level	no.	79.00	1.00	80.00
Total	no.	79.00	1.00	80.00

#### Minimum notice period recognised in the event of organisational changes

Communication and discussion with employees for every organisational change are of fundamental importance for the well-being in the working environment and for the mutual respect that the Saviola Group has always aimed for. This applies both to the staff as a whole and to groups or individual workers. Organisational changes may concern shift changes, shifting of work locations, opening or closing of new departments, and modification of tasks.

Saviola Group, in compliance with the agreements contained in the company collective agreements and those entered into with individual workers, involves the staff directly or throu-

gh their representatives when there are organisational changes with repercussions on working conditions and contractual obligations.

In the event of significant changes that may affect the lives of employees, the Group undertakes to observe a minimum notice period to ensure that employee satisfaction is maintained.

The minimum notice period for operational changes is defined in the agreements contained in the company's collective agreements and those concluded with individual workers.

In 2021, despite the fact that the second pandemic year put a strain on the labour market, there were no collective redundancies, transfer of groups of workers or extraordinary operations in the Group.



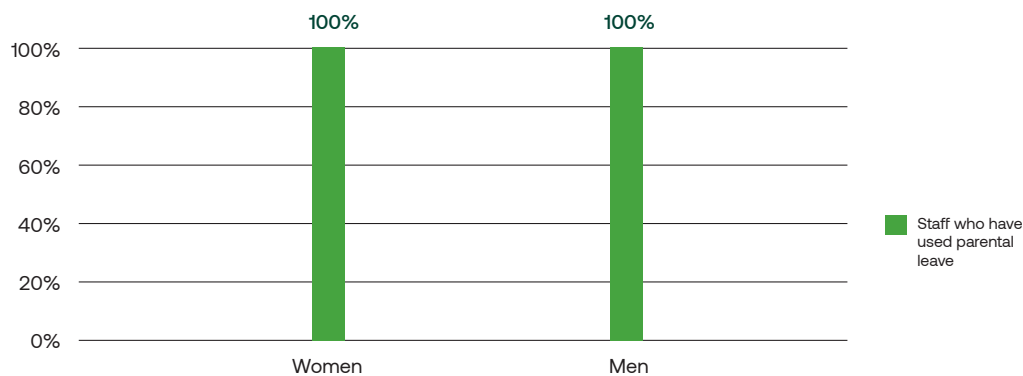
## 4.1.1.3

### Parental leave

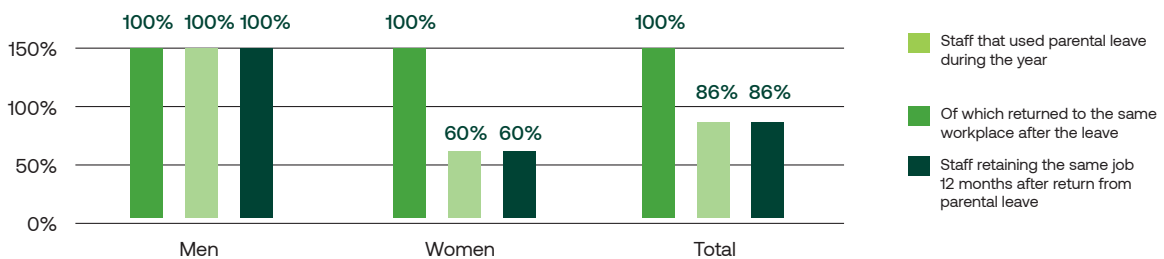
Saviola Group recognises the value of a professional life that accompanies and supports family life by encouraging men and women working in the organisation to take the parental leave to which they are entitled and by monitoring the leave actually taken, the resources that re-

turn to the same job after the aforementioned period, and the resources that keep the same job 12 months after returning to the workplace. In this way, the Group is seriously committed to protecting employment security, remuneration and career paths for all employees experiencing maternity/paternity. In 2021, 29 people took parental leave (19 men and 10 women) and 86% of the employees who took parental leave during the year returned to the same job after their leave and kept it for the 12 months after returning from parental leave.

#### EMPLOYEES WHO HAVE TAKEN PARENTAL LEAVE OUT OF THE TOTAL NUMBER OF PERSONS ENTITLED TO HAVE A CHILD Saviola Group - 2021



#### RETURN TO WORK AFTER PARENTAL LEAVE Saviola Group - 2021



# 4.2

## Protection of rights and equal opportunities



Topic Material #5

**GRI Standard of reference:** GRI405: DIVERSITY AND EQUAL OPPORTUNITIES 2016  
GRI 406: NON-DISCRIMINATION 2016

**Scope on the topic:** Saviola Group

**Involvement of Saviola Group** Direct

### Safeguarding diversity, equal opportunities and non-discrimination

Saviola Group operates in rapidly changing social, cultural and demographic contexts. Factors such as immigration, an ageing population, the expectation of women to compete in a variety of professional fields by reconciling personal and working life, as well as the importance of integrating people with disabilities, imply the need for the organisation to promote an inclusive approach that values differences between people, collaboration and social innovation.

In 2020-2021, the presence of female staff in the workforce was stationary, especially with regard to office functions. The continuation of the Covid-19 emergency also in 2021 did not allow the Group to activate new initiatives on diversity and inclusion among employees.

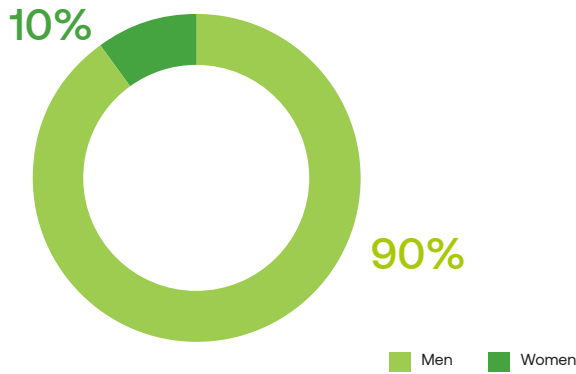
A measure of the degree of diversity and equal opportunities within an organisation can be

seen in the distribution of employees by category, gender and age group. The historically male sector in which the organisation operates shows a limited and stable female presence over time, despite internal policies aimed at promoting equal opportunities.

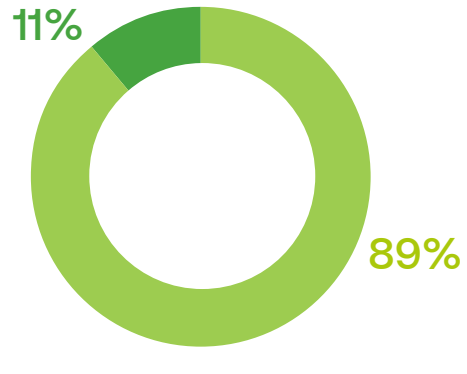
#### EMPLOYEES BY GENDER Saviola Group - 2020/ 2021

	2020	2021
Women	148	149
Men	1274	1263
Total	1422	1412

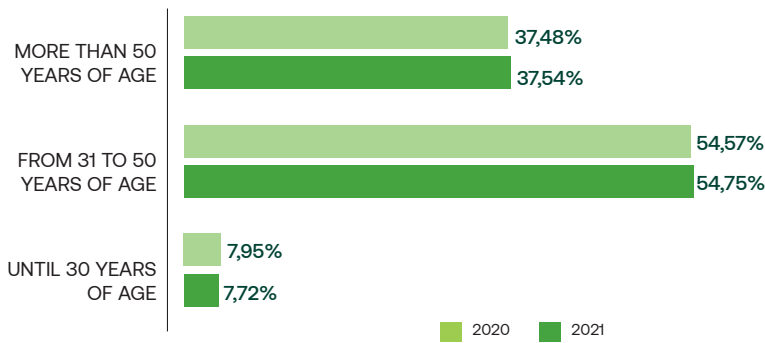
**EMPLOYEES BY GENDER**  
Saviola Group - 2020 (%)



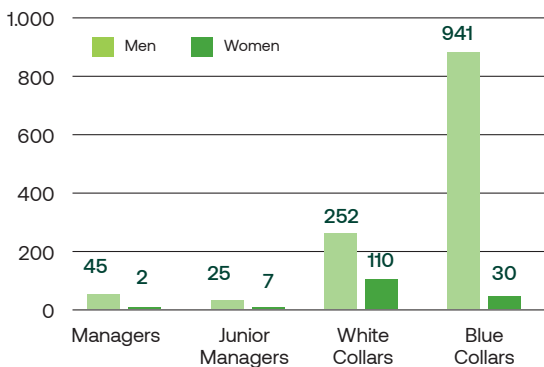
**EMPLOYEES BY GENDER**  
Saviola Group - 2021 (%)



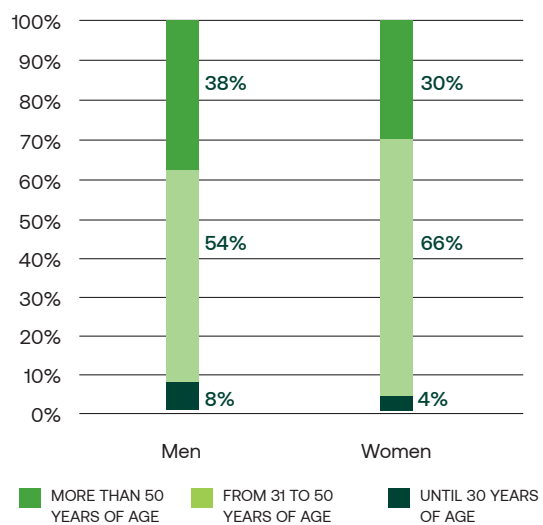
**PERCENTAGE OF EMPLOYEES BY AGE GROUP**  
Saviola Group - 2020/2021



**EMPLOYEES BY CATEGORY AND GENDER**  
Saviola Group - 2021



**% EMPLOYEES BY GENDER AND AGE GROUP**  
Saviola Group - 2021

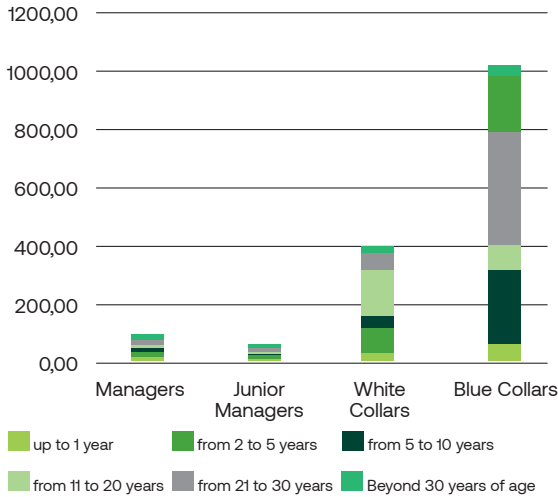


The distribution by age group shows a strong presence in the 31-50 age group (55%), followed by a significant proportion of workers over 50 (37%).



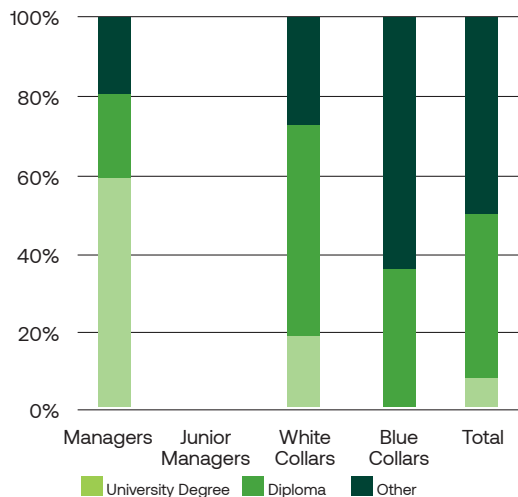
Seniority is an indication of the Group's capability to attract and retain talents within the organisation. In this sense, Saviola Group records an average seniority of 13.65 years, which particularly reflects the loyalty of employees among managers, white-collar and blue-collar workers, and much less among the typically more dynamic junior managers, for whom less seniority is recorded.

**EMPLOYEES BY LENGTH OF SERVICE**  
Saviola Group - 2021



The level of education of company resources is the thermometer of the potential of the workforce in an increasingly competitive environment. Only recently did Saviola Group activate the registration of this data, obtaining a partial but significant analysis of 165 employees hired in the years 2020/2021. The result is a sample that reflects the needs of the Group.

**LEVEL OF EDUCATION**  
Saviola Group - 2021(%)



The World Economic Forum (WEF) has again published this year's Global Gender Gap Report, in which it points to a recession in closing the gender gap: gender equality consists of several dimensions of human life such as education, health, participation, economic opportunities and political participation. Saviola Group wants to contribute in bridging these gaps also in terms of pay.

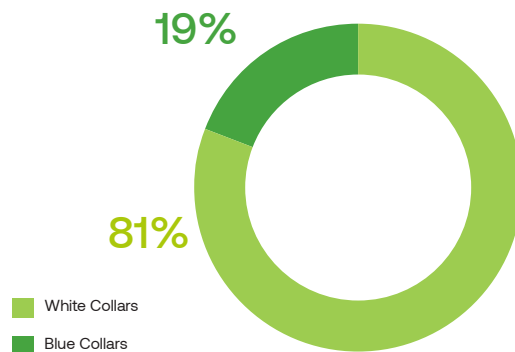
**Commitment to vulnerable groups**

The UN Convention on the Rights of Persons with Disabilities (CRPD) is an international treaty signed in 2006 with the aim of combating discrimination and human rights violations, and promoting the integration of persons with disabilities.

Saviola Group, in compliance with legal obligations, is taking an active part in its commitment to the weaker groups by employing 11 white-collar and 46 blue-collar workers.

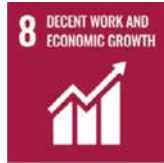
In 2021, 4% of the Group's staff will belong to the protected categories as listed in Law 68 of 1999.

**RESOURCES BELONGING TO PROTECTED CATEGORIES**  
Saviola Group - 2021



# 4.3

## Occupational health and safety occupational health and safety



Topic Material #4

<b>GRI Standard of reference:</b>	GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 GRI 404: TRAINING AND EDUCATION 2016
<b>Scope on the topic:</b>	Saviola Group
<b>Involvement of Saviola Group</b>	Direct

### Safety protection (accident indicator and severity/frequency indices)

Saviola Group has always been committed to the protection of the integrity, health and well-being of employees at work.

To this end, it ensures safety standards provided for by current regulations and regularly verifies compliance with the same, with the aim of increasing prevention and control to reduce the risk of accidents.

The commitment to reduce risks in order to increase safety and guarantee the well-being of all employees is codified in the Occupational Health and Safety Policy, which stipulates that at every production site all Group workers are trained in the prevention of occupational accidents and illnesses, and ensures high safety

standards for visitors and workers of external companies called in to work in the company. The main topics covered in Saviola Group's policy are education, training and awareness-raising of employees on safety and health issues at work.

Saviola Group defines and encourages compliance with the emergency procedures operating at a group level to deal with any accidents. Their objective is that of outlining a basic but winning approach to safety, minimising the potential consequences generated by any events.

In the case of Italian sites, the main reference legislation on health and safety is Legislative Decree 81/2008, which encourages the implementation of an organisation and management model. For this reason, in order to implement the systematic approach to safety, in some of the group's plants there is a management system

based on the voluntary standard ISO 45001, in charge of Health and Safety at work. This standard not only assesses the risks, but also considers the management opportunities and promotes the involvement of the Stakeholders.

A key role in this perspective is assigned to those responsible for the management system, who take on different names, depending on the regulatory framework of the different realities. In Italian plants, the employer and the head of the prevention and protection service (RSPP), in compliance with Legislative Decree 81/2008, have the specific task of organising and managing the system for prevention and protection against risks. Moreover, the duties of the manager, who has the obligation of continuous updating of skills, include the identification and assessment of risk factors, the development of preventive and protective measures, and the training and information of workers.

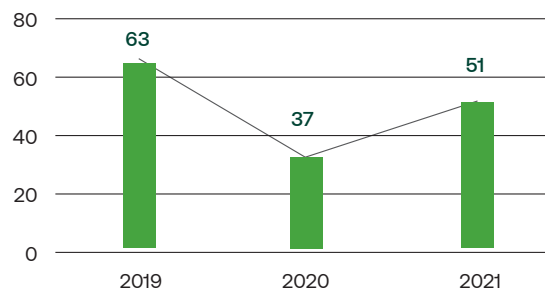
RSPPs are assisted by the heads of Health & Safety (OSH) management systems and by the employer in the performance of their duties. The Group's priority is to maintain an adequate safety standard and reach Zero Accidents. To this end, risk reduction plans are drawn up in each work area and for each activity carried out and adequate training of employees operating in the area in question is guaranteed. In addition, as the Group wants to increase company activities and further empower its employees, empowerment training courses will be set up that will give employees greater self-awareness and control over their own choices, so as to facilitate employee cooperation and increase safety at work.

Furthermore, with the adoption of the Code of Ethics pursuant to Italian Legislative Decree 231/2001, a management and internal control system has been adopted for the prevention of offences against the health and safety of workers, while, for some sites, certifications have been acquired pursuant to the international standard ISO 45001. The latter was activated for direct employees, indirect employees and suppliers of goods, services and contractors at the sites of Sadepan Latinoamericana, Sadepan (Viadana

and Truccazzano), Composad (Gerbolina and Viadana and for the Cogozzo showroom) and the company Trasporti Delta.

In the year 2021, a total of 51 accidents occurred (49 to direct employees and 2 to temporary employees), down from 2019, when the number of hours worked was similar. This year, hours worked increased by 18% compared to 2020. The years 2020 and 2021 are not comparable, in terms of the absolute number of accidents, as the hours worked in 2021 are far greater than 2020 (the year of the full Covid-19 emergency). No deaths occurred during 2021.

### ACCIDENTS AT WORK Saviola Group - 2020/2021



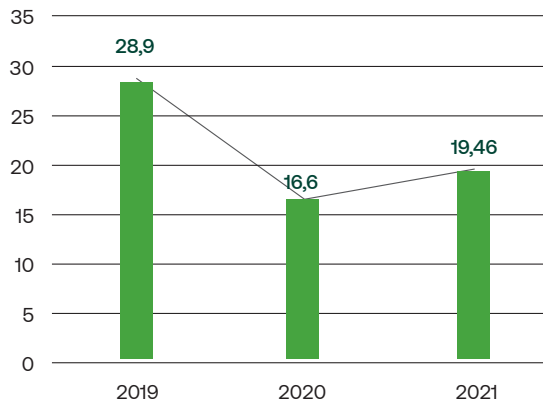
Saviola Group systematically examines accidents that have occurred, with the aim of determining their "root cause" and whether what happened was due to technical deficiencies, incorrect employee behaviour or an operational instruction in need of revision. The analysis of the accidents is carried out by the Group with the help of Fact-Tree-analysis (FTA) and Causal-Tree-Method (CTM), tools that show the relationship between the events that contributed to the incidental action. The Five-Whys-Technique (FWT) methodology supports the investigation of accidents and almost accidents.

The frequency index of accidents for all internal and external employees is 19.46 for 2021, compared to 16.60 recorded in 2020<sup>4</sup>. It is, therefore, slightly higher than the previous year, but there is a significant decrease of 28.9 in 2019.

<sup>4</sup> Calculation expressed on the basis of 1,000,000 hours worked.

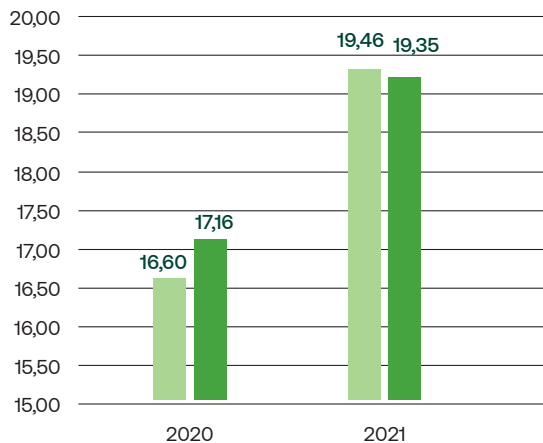


### ACCIDENT FREQUENCY INDEX Saviola Group - 2019/2020/2021



■ Index of direct and indirect employee accidents

### INDICE DI FREQUENZA DEGLI INFORTUNI Saviola Group - 2021



■ Total employees (direct and indirect)

■ Direct employees

### Internal communication strategy

The use of plant and equipment, the correct and systematic use of the safety devices provided to ensure integrity and health are constantly monitored by the personnel in charge of health and safety supervision.

The Occupational Physician, present at each operating site, has among their tasks that of ensuring, through the annual visit or a visit at the request of the employee (motivated by the presentation of specialised certifications) that the latter is not working in environments

or carrying out tasks incompatible with his/her state of health.

Once the examination has taken place, the Occupational Physician's certificates of fitness are forwarded via the HR office to the site manager, who forwards them to the designated supervisor for implementation of the Physician's requirements.

The OHS is immediately informed of a new partial fitness or unfitness of a worker and works with the site manager and the supervisors to ensure that what the Occupational Physician has determined is implemented.

The processes of awareness-raising of workers regarding Health and Safety at Work activated by Saviola Group are of various types. When hired, whether in-house or on a contract basis, the person receives internal regulations, safety manual, emergency plans and subsequent updates in order to increase awareness of the safety risks associated with the job.

External personnel are briefed on site security practices during their first visit to the company, followed by a learning assessment.

The Group also has a Safety Committee that meets every two months to assess the hazards, risks and accidents recorded.

The risk assessment is always updated, taking into account substantial organisational and procedural changes and defining the level of risk on a Probability X Severity matrix to identify three levels of risk: High – Medium – Low.

The risk assessment is also updated when workers report dangerous situations. The latter can communicate with the HSR, with the person in charge or through an access to a notification system to identify possible dangers and propose possible security measures to be implemented. For this reason, Saviola considers the involvement of employees, an integral and necessary part of the health and safety management system.

The Code of Ethics, company policies and procedures all require the active contribution

of all personnel for the management of prevention of all accidents at work and occupational illnesses.

With this system of responsibilities, tasks with the assignment of safety tasks at each level, the Group wants to create a safe workplace in collaboration with everyone for continuous improvement.

### **Participation and consultation of workers and communication on health and safety at work**

Worker participation, consultation and communication on occupational health and safety are indispensable involvement activities to achieve Group improvements. Involvement is necessary for constant improvement, not only for the success of good business practices, but also for the protection of all Saviola Group employees and collaborators.

During 2021, there were no missed opportunities to involve the managers and operators of external companies and cooperatives with which the Group collaborates.

In Sadepan Genk (Belgium), for example, employees receive a monthly check-list, in which they report an analysis of their activity to give suggestions for improvement. Proposals for improvement are evaluated and, if considered suitable, are implemented. Staff see progress and remain personally engaged and involved in improving their jobs.

At Composad, Sadepan Latinoamericana, Sadepan Genk (Belgium) a project is underway to involve workers, starting with their safety representatives in the choice of processes to improve safety levels and healthiness at work. Technical-plant changes that have an impact on risks and health are shared with the site and Group engineering department in the first instance, with the supervisors, and for their specific area with the employees concerned. The site HSO organises periodic meetings with the Workers' Safety Representatives and the supervisors to analyse risk situations, draw up the action plan, to eliminate and mitigate the risk and to check the progress of the planned

work. Furthermore, local committees are in place, in the case of Sadepan Latinoamericana chaired by the company's CEO, executives, area managers and members representing all hierarchical levels.

Sadepan Latinoamericana, in its commitment to provide a healthy, safe and inclusive work environment, defined its principles of action in 2021 with a "People, Diversity and Inclusion Policy", so that all its employees receive fair, decent and respectful treatment, also establishing an "Action Protocol" and formal channels to address the issue.

Sadepan Latinoamericana confirms its leading position in the area of occupational health and safety targets. In addition to the occupational health and safety training programme to comply with the company's health and safety policies the "Zero Accidents" Award was established. A special award for employees who distinguish themselves through commitment and exemplary behaviour in the field of occupational safety. In 2021, a ceremony was held for the 16th time, awarding a prize to employees who do not record any accidents for a long period.

### **Promotion of health**

Once again this year, almost all Group companies (with the exclusion of Sadepan Genk and Sadepan Latinoamericana) confirmed Covid-19 insurance coverage in favour of employees in mandatory quarantine at their home or hospitalised at public health facilities. During the pandemic period, all Covid-19 injuries were registered as illnesses upon instructions from INPS and INAIL.

Health promotion and safety-relevant information is disseminated by means of departmental notice boards and by publishing information on the SFERA corporate intranet. During 2021, it was widely used, in particular, for communications related to the pandemic.

For Sadepan, Sadepan Latinoamericana and Trasporti Delta, the initiative to monitor analytical parameters to prevent obesity and cardiovascular diseases of operators has continued.

Health promotion is always encouraged by the Occupational Physician of each establishment during annual medical examinations.

### **Health and safety Sadepan Latinoamericana**

Sadepan Latinoamericana continues in 2021 with its "Sadepan Zero Tobacco Smoking (HAT)" programme with the aim of helping smoking addicts to become tobacco-free. After 6 months of the programme, 30% of the smokers stopped smoking and the remaining 70% reduced their consumption.

Thanks to this initiative launched in 2020, once again this year Sadepan Latinoamericana has been recognised as a "tobacco-free institution" by the Ministry of Health of the Province of Entre Ríos.

### **Sadepan Latinoamericana Healthy Life Program**

In compliance with the national strategy for the prevention and control of "Chronic non-communicable diseases" of the Ministry of Health of the Province of Entre Ríos, Sadepan Latinoamericana has undertaken to promote, among its employees, their families and the community in general, a healthy lifestyle based on a balanced diet, physical activity and no tobacco consumption.

The campaigns carried out in 2021 addressed topics such as the prevention of diseases with a high social impact such as alcoholism and smoking, the importance of following healthy diets and exercising, prostate cancer prevention and cardiopulmonary resuscitation (CPR).

In relation to the Medical Service, in 2021 compared to 2020 the consultations for osteo-muscular diseases and low back pain increased.

### **Health and safety training**

To ensure that the highest standards of health and safety can be brought into daily operations, the Group is committed to disseminating and consolidating an internal culture aimed at protecting health and safety at work, de-

veloping risk awareness and promoting responsible behaviour by all recipients of the Code of Ethics.

Also in 2021, the dissemination of the culture of prevention took place through basic training and refresher courses at all levels.

The training on health and safety, coordinated by the Prevention and Protection Service, represents an opportunity for moments of dialogue, listening, evaluation of possible improvements both during normal activity and in emergency situations.

Every new employee, whether permanent, fixed-term or temporary, is given, within 60 days of the first day of work, the training required by the State-Regions Agreement (4 hours of general training, 4 hours of specific training for office workers, 12 hours of specific training for high-risk workers).

Through the supervisors, procedures and operating instructions for safely carrying out activities on plants and individual machines in each working department continued to be disseminated and applied. In addition, the annual training of the Workers' Health and Safety Representative was updated during the year 2021. Training (new or refresher) was also provided for the safe use of equipment and vehicles and for high-risk work, such as work at height, confined space work and electrical work.



## 4.4

### Wellness

Saviola Group cares about the well-being of its employees. For this reason, in 2021, it wanted to activate an important corporate welfare tool for its workers in Italy and abroad by joining the Altea Fund, a supplementary health care programme for the construction and wood furniture sector.

The Fund provides for a system of conventions with private healthcare facilities that guarantee high standards of medical professionalism, healthcare technology, comfort and hospitality for workers and their families, and in its Standard formula it provides full or partial coverage of the cost of healthcare, accident and supplementary assistance services (e.g. daily allowance for hospitalisation, hospitalisation and home nursing care, dental care and maternity package) according to specific establi-

shed ceilings. The services provided by the Fund are available in all Group offices in the same way. At the group level, the organisation has implemented initiatives in favour of the well-being of employees and their families that can be traced back to three macro areas:

- **HEALTH CARE** (Health and Wellness Initiatives)
- **FAMILY CARE** (Initiatives for families and children)
- **PEOPLE CARE** (Engagement, time saving and worklife balance initiatives)

Sadepan Latinoamericana gives its employees the opportunity to take out life insurance, recognises a small amount to support their children's education and the Zero Accident Award for employees who distinguish themselves through their commitment to safety at work.

#### INITIATIVES TO PROMOTE THE WELL-BEING OF ITS EMPLOYEES AND THEIR FAMILIES

##### Saviola Group - 2021

	Cost per initiative (€)	Number of beneficiaries (no.)
HEALTH CARE	295,194	957
FAMILY CARE	696	119
PEOPLE CARE	93,766	119
Total	389,656	1,195

## 4.5

### FOCUS: Saviola Group joins the "Il Cielo in una stanza" project

Supporting the project "Il Cielo in una stanza", conceived by the Rotary Club Casalmaggiore Oglio Po, Saviola Group has embraced the challenge of making the Oncology Day Hospital of the Oglio Po Hospital an aesthetically more pleasant place for cancer patients undergoing treatment by creating a botanical garden dedicated to them.

The centre is attended by about 3500 people

every year, but the environments designed to accommodate them, from the rooms to the green spaces, are not adequately enhanced and designed in such a way as to make the stay of patients in these places more pleasant.

The project is inspired by the concept of the Healing Garden, i.e. the search for the wellbeing of the sick through the beneficial influence of green areas, plants, flowers and animals, in order to awaken in people their part intimately connected to nature. Another reference is that of the Cancer Maggie's Centre, a model successfully tested in the UK that since 1996 has been promoting the creation of facilities that maximise the well-being of patients, family members and carers through the care of environments and green spaces.

The objective of making indoor and outdoor



Render project  
Il Cielo in una stanza



spaces more welcoming, inherent in the Project, goes hand in hand with that of promoting a sense of community and belonging for those who frequent the centre, elevating the personal, psychological and perceptive aspect to the same level as the medical one. The main interventions include the introduction of numerous tree species in the inner courtyard and outdoor green spaces, and the construction of a greenhouse inside the waiting room, which will be enlarged for this purpose. The dynamic colours of foliage and blooms in accordance with the seasons suggest the serene vision of a reality in constant motion.

The interior spaces will also be adapted in such a way as to relate and communicate with the outdoor spaces: positioning of beds and armchairs with orientation towards the windows, replacement of chemotherapy beds with adjustable armchairs, introduction of small bookcases, relaxing lighting with colour games, seating for family members and a calming water fountain. Saviola Group also donated 100% recycled wood panels to furnish the department's rooms in a sustainable green way.

"The Gardens of the Oglio Po" were financed 50% by a grant from the Cariplo Foundation and the other 50% by Saviola Group

## TREES AND COUNTRYSIDE: PRESERVING BEAUTY



### **Riccardo Groppali**

former Lecturer Department of Natural Sciences  
University of Pavia

The beauty of a productive landscape is the exclusive responsibility of those who manage it, but unfortunately almost never of those who benefit in another way. This is particularly true in the plain countryside, increasingly trivialised in its huge fields whose margins have been eliminated rows of trees, hedges and even grassed belts.

The countryside, however, should maintain its important role in the preservation of biodiversity, as well as of important historical testimonies: the Roman Centuriation, now almost everywhere obliterated, dates back to the same era as extraordinary monuments that no one would think of eliminating, and some fountains are almost a thousand years old.

Among other things, a not insignificant part of the EU budget goes to agriculture, which should therefore respect the collective environmental heritage more, even in the cultivated countryside. Which today is very different from what it was only a few decades ago, when it was home to an extraordinary fauna in terms



of richness and variety, now expelled by monocultures spread over huge spaces without any continuity.

In Europe, flying insect species have declined by 75 % over the past thirty years, especially in the countryside, and in fields in the central Po Valley, there are more than thirteen times as many birds in areas rich in trees at the edge of fields as in fields without such endowments, and include species that are disappearing. Such as swallows that lose 5% of their populations every year, skylarks that have almost disappeared as nesters, and sparrows and starlings that have become threatened in several European countries from being very common.

Conserving the trees, even in the countryside where they could be validly placed in the current monoculture landscape, is, therefore, an urgent need. To improve the climate and absorb carbon dioxide, to increase fauna and flora even in cultivated areas, and to offer everyone a beautiful landscape to see and walk through. Because one must never give up beauty and biodiversity.

# saviola Talks

# 4.6

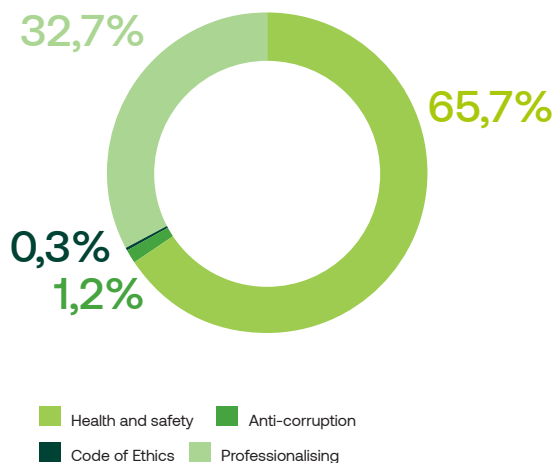
## Training

Saviola Group recognises the training of personnel as a strategic lever to support its competitiveness on the market on the one hand and the acquisition and maintenance of skills and qualifying skills on the other.

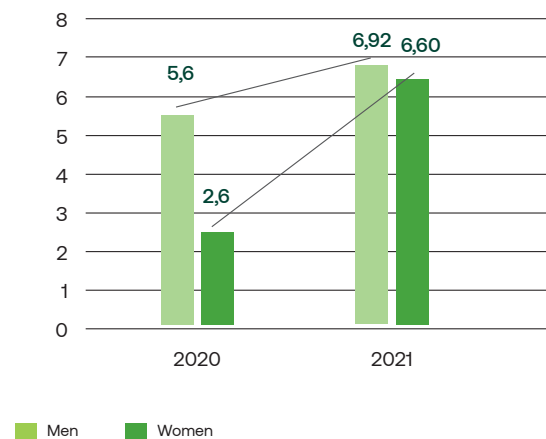
The continuation of the Covid-19 emergency has required that some of the internal and ex-

ternal trainings, previously provided in person, were conducted in e-learning mode in order to maintain these important opportunities to exchange, share experiences and good practices, both between people who perform similar tasks and between the various company functions. The in-person courses were planned in compliance with the measures for combating and containing infections. Despite these organisational critical areas, 2021 saw an increase in training expenditure of about 105% compared to 2020 (€148 thousand in 2021 compared to €72 thousand invested in 2020).

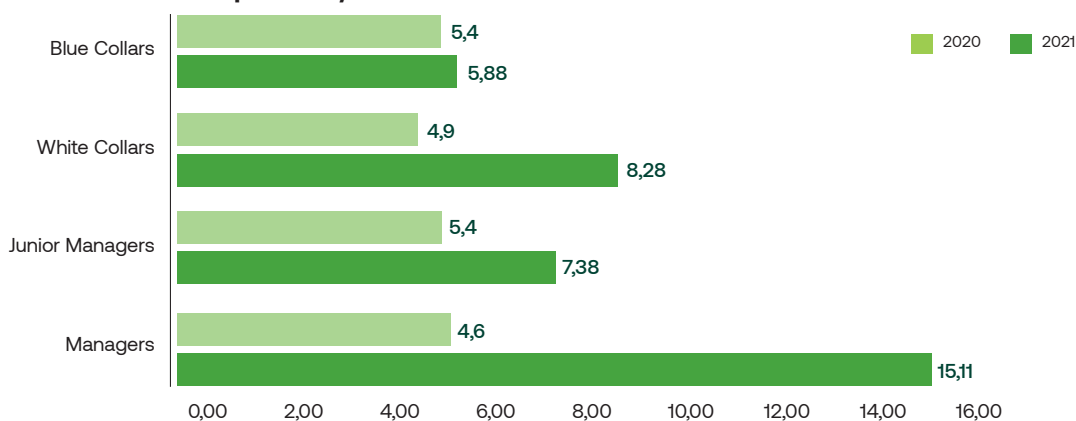
**HOURS OF TRAINING BY TOPIC**  
Saviola Group - 2021 (%)



**AVERAGE HOURS OF TRAINING BY GENDER**  
Saviola Group - 2020/2021



**AVERAGE HOURS OF TRAINING BY CATEGORY**  
Saviola Group - 2020/2021



# 4.7

## Sharing economic value



Topic Material #6

**GRI Standard of reference:** GRI201: Economic performance 2016

The information on the generation and distribution of Saviola Group's value, reported in line with the GRI 201 standard and with target 8.4, provides a view of the transfer of wealth from the organisation to the stakeholders and represents a section of dialogue between financial and non-financial reporting. This provides Saviola Group and the stakeholders with an innovative view of the relationships between the company and the socio-economic system in which it is inserted.

The analysis takes place through a reclassification

of the financial statements, highlighting the wealth transferred through payments and contributions to the main categories of stakeholders:

- **Suppliers**
- **Employees**
- **Suppliers of capital**
- **Public Administration**
- **Local community**

The retained economic value is the residual wealth that is reinvested in the company at the end of the year.

### GRI 201: Economic value generated and distributed

	2021	2020	Delta
<b>Economic value generated</b>	<b>730,331,470</b>	<b>518,830,590</b>	<b>+41%</b>
<b>Economic Value Distributed</b>	<b>658,274,524</b>	<b>442,165,394</b>	<b>+49%</b>
Suppliers	524,578,314	329,613,548	
Employees	96,794,026	82,672,398	
Suppliers of capital	10,837,220	6,770,881	
Public Administration	25,579,973	22,760,456	
Local community	484,992	348,111	
<b>Economic value withheld</b>	<b>72,056,947</b>	<b>76,665,196</b>	<b>-6%</b>

2021 was a year characterised by a strong economic recovery. In 2020, in fact, production and, consequently, sales had recorded a reduction due to prevention measures to combat the ongoing pandemic. This factor, together with the increase in sales prices attributable to inflation, which has had a significant impact on the costs of production factors, has allowed an increase in turnover of approximately 42% compared to 2020. Saviola Group, thanks to its consolidated experience in the sector, was able to promptly adapt to market trends, recording an Ebitda of

about 130 million: an increase of about 44% compared to 2020; a net result of about 57 million.

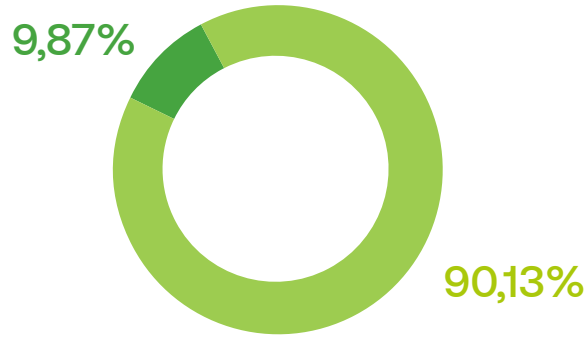
The reclassification, in line with the GRI 201 standard, highlighted that in 2021, Saviola Group distributed approximately 90% of the wealth generated to its stakeholders, the remaining 10% was reinvested in the business activity.

In 2021, investments of approximately €18 million were incurred, aimed at replacing and renewing production facilities and equipment.



**PERCENTAGE OF ECONOMIC VALUE GENERATED AND DISTRIBUTED**  
Saviola Group - Year 2021

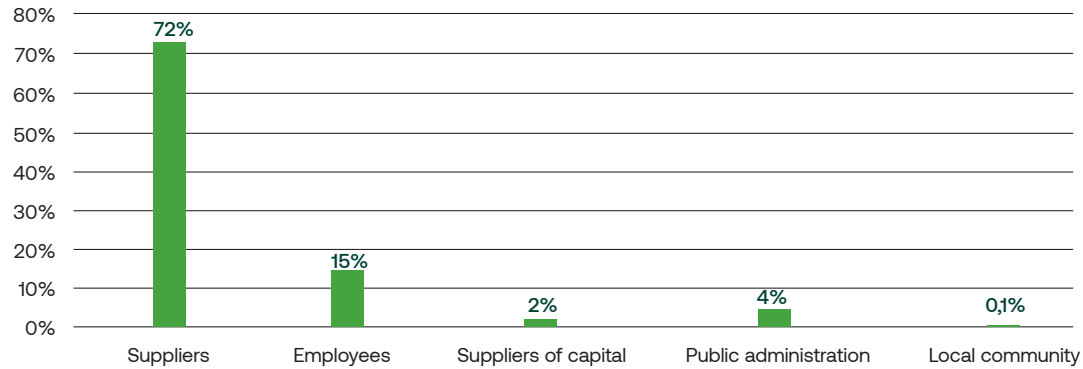
- Economic Value Distributed
- Economic value withheld



The economic value distributed in 2021 was transferred for 72% to suppliers of goods and services, 15% instead is attributable to the remuneration of human resources, 4% to taxes paid to the public administration, 2% is re-

presented by passive interest and dividends distributed to the lenders and the remaining 0.1% - corresponding to about €485 thousand - to the local community through voluntary donations.

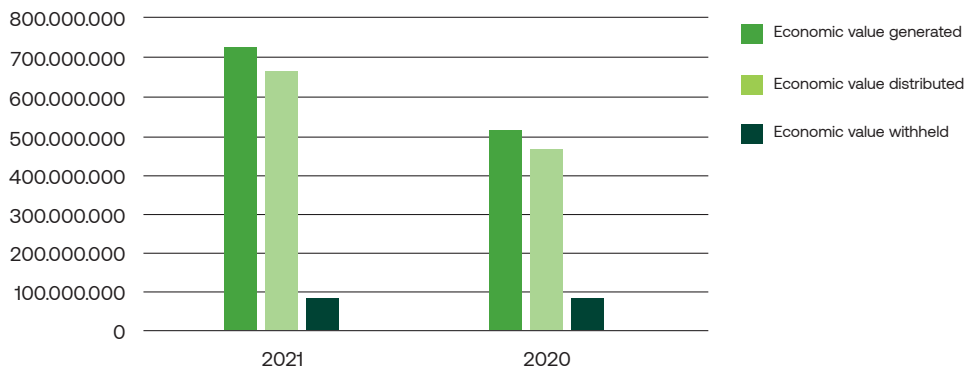
**PERCENTAGE OF ECONOMIC VALUE DISTRIBUTED BY CATEGORY OF STAKEHODLER**  
Saviola Group - Year 2021



In 2021, Saviola Group generated €730 million, thus registering a growth of 41% compared to 2020, when the market was affected by the Covid-19 pandemic event.

The value distributed, however, varied more than proportionally to the wealth generated: during 2021, around €658 million was distributed to stakeholders, an increase of 49% compared to 2020.

**Economic value generated and distributed by Saviola Group - 2020/2021**



payroll premium of up to €2 thousand as a thank you for the constant commitment throughout the difficult months of 2021. This resulted in an allocation of around €3 million in total for the company as, according to Alessandro Saviola, Group President, it is only right to recognise all the company's employees with an award as they make it possible every day to achieve important results thanks to their dynamism and ability to generate value for the community.

Saviola Group lives and grows thanks to sustainable values that are not limited to the perimeter of the production process, but embrace entirely the way of doing business from an ESG perspective, particularly with regard to the commitment on the social front, in line with the Sustainable Development targets, so that the person is increasingly at the centre of every activity.

Fostering inclusion and sharing, working for growth and development are objectives inherent in the DNA of the Group, which is an Eco-Ethical Company.

## 4.7.1

### Sharing Value Through Sponsorships

Saviola Group is attentive to the territory and its needs through direct and constant contact with the main institutional, cultural, associative and recreational entities to support them in their difficulties, respond to their needs and reward excellence. Over 150 subjects have been involved over the years.

#### Young people and sport

There are many associations that operate in the sports field and that receive support from the Saviola Group. Among them: Rugby Viadana, the women's volleyball club VBC Casalmaggiore that plays in Serie A and won in 2018, the Viadana Football Union known for its commit-

ment to the young boys who are approaching the world of football.

#### Activities within the territory

For recreational events in the area, the Group has listened to the needs of the Pro Loco and the municipalities through its active presence and on contribution to community gathering initiatives.

#### Health and care for people

The Saviola Group has supported health-related initiatives to promote access to care and support prevention.

#### Culture

The Saviola Group supports cultural initiatives, deeming this sector a priority since it is the greatest expression of a region's attraction and which has, in this regard, so much to offer. Always alive and full of interesting synergies, the collaboration with the following foundations: Fondazione Palazzo Te, research institution, mediation, promotion and production at the service of culture; Fondazione Ca' Foscari of Venice; Fondazione Ponchiroli, committed to recovering and curating the documentary heritage inherent to Prof. Daniele Ponchiroli.

#### Fighting poverty

Among the companies involved in the fight against poverty, Saviola Group has supported Onlus Olimpiadi del Cuore, an association that provides humanitarian support to people in difficulty worldwide.

# 4.8

## Communication

Topic materials #8 and #9

**GRI Standard  
of reference:**

GRI417: MARKETING AND LABELLING 2016

**Scope  
on the topic:**

Saviola Group

**Involvement  
of Saviola Group**

Direct

**Strategy:**

Acting responsibly means communicating transparently

### Communicate Sustainably

The communication of sustainability for an industrial group that bases its values on ecological values and low environmental impact is an important pillar for the brand positioning strategy.

The ecological transition and change of pace towards green models is increasingly present in public debate and has become a criterion of choice for many consumers and for the orientation of public policy choices by decision makers. The aspects of corporate and product communication are in fact marked in a narrow sense by this new storytelling that brings with it the possibility of addressing the customer (B2B) and the customer's customer, i.e. the end-user (B2C) by trying to focus in total transparency on the corporate mission and no longer only on product features. The consumer wants to know more about what is behind the commercial offer, not stopping at process aspects only, but wants to know the purpose that drives a business community, verifying positive and negative impacts on the territory, possible spin-offs and researching the philosophy behind the creation of a brand. One really wants to know the heart of a company, verifying to the core the "truth" of the promise and its constant circular tension.

## 4.8.1.1

### Project Atmosfera

The launch of the SFERA intranet platform represented a strengthening of the participation of the company's internal community divided into different plants in Italy and abroad, both to facilitate a faster exchange of information and to convey content and topics of general interest. In 2021, the Atmosphere project was born, which is a space for ideas, with one word a month representing the thread that binds people together (once a month a keyword with a quotation and advice on reading, film, art and music). A book to keep on the bedside table. A song to listen to in the car. A film to watch in your free time. A work of art beyond the confines of a museum. Atmosfera represented a moment of exchange between the Group's collaborators.





## 4.8.1.2

### Social Channels

Saviola Group's communication and promotion plan identifies the objectives and strategic actions dedicated to the enhancement of the company's activities, oriented, as a starting point, towards increasing awareness and knowledge of the Group's reality on the basis of three strengths: history (solid roots based on sustainability and efficiency), innovation (continuous growth and modernisation plan), and development (added value for the territory and the country system). The lines of action invest Social Networks, Digital, Media Relations, Testimonials, Events and Fairs.

#### GROUP SALES NETWORK

## 4.8.1.3

### Saviola

Saviola handles all products revolving around raw chipboard, melamine faced panel, laminates, edgings and semi-finished products.

The distinctive elements of the Saviola panel are its design, colour and finish. The fact that it is made from 100% recycled wood is becoming an increasingly important value in some markets, such as the UK and the US, for which end users would be willing to pay a higher price.

In order to face structured and large foreign competition, Saviola definitely relies on a product that makes the difference: 80% of the collections, dedicated and customised for the foreign market, are in fact created in-house. The commitment of these years is to increase the brand value mainly related to melamine panels and to build a distribution network also in Europe capable of reaching SMEs in the furniture and contract furniture industry. Approximately half of the products distributed fall into the so-called Cluster 1, that of

high-end products such as barrier, pore registers, and other premium products, thanks to which it is possible to consolidate customer relations to a greater extent than with "commodity" goods.

In an industry populated by a few players and in which large volumes of business are handled, interpersonal relationships and the continuous exchange of opinions and information are in fact decisive factors even after the product launch, during promotion to end customers, before and after the sale. For this, a direct sales network or one managed with loyal distributors is strategic.

In the Italian market, Saviola's best-selling product is the melamine-faced panel, which is the result of research and development activities shared with and dedicated to its main customers and belongs to the medium and high product ranges. The Italian regions with the highest sales figures are Triveneto, Marche and Brianza. Here, promotion activities are carried out by Saviola's direct staff (sales officers, product managers, promoters) and are aimed at both customers and architects/interior designers. Over the past year, a new collection has been developed that brings together the main top-of-the-range products aimed primarily at contract customers and exclusive premium retailers.

In Europe, on the other hand, the market that is expected to grow most significantly is Germany; important developments are also taking place in Benelux, France and England, while overseas North America, China and the Emirates are showing positive signs.

## 4.8.1.4

### Composad

Composad makes unique products: furniture in kit form, ready to assemble, using only ecological Saviola panels made of 100% post-consumer recycled wood. All furniture is FSC® certified and can be divided into different categories of household products: small furniture, wardrobes, bedrooms, living rooms, offices and bathrooms.

Composad's product is designed, developed and manufactured entirely in Viadana, 100% made in Italy.

The Business Unit is only marginally oriented towards the Italian market, while the vocation for exports is strong, especially in Europe.

The Commercial Strategy focuses on two elements: export, which will represent an increasingly significant market share and innovation, with the objective of reaching 75% of turnover with products not older than 5 years.

The relationships with customers are lasting and continuous over time, with a view to stable collaboration, constructive dialogue and alignment on the successes and failures of the products.

The sales network, mixed and adapted to the needs of the individual markets, consists mainly of direct collaborators and organised by geographical areas.

Composad's target customers mainly belong to the retail and large-scale retail trade, specialising in the world of furniture, following an evolution in recent years that has seen the gradual abandonment of large-scale retail trade not specialising in furniture, thus ensuring a more appropriate fit for high-end furniture.

The needs of customers, and consequently those of end consumers, are constantly monitored. Ad hoc work teams develop innovative products that reflect the needs of customers. Composad's main commitment is to listen to the market, anticipate consumer trends, interpret consumer tastes by supporting its customers and offer answers that are both innovative and sustainable, both from an environmental point of view as they are environmentally friendly, and from an economic point of view thanks to competitive prices.

The focus of promotional activities with respect to its products are the trade fairs dedicated to specialists in the sector, where for some days access is also allowed to end consumers.

Unlike in B2C businesses, Composad furniture cannot use price as a communication lever with customers. The response of end consumers also

depends on their receptiveness to the content conveyed by commercial intermediaries linking Composad to the concepts of eco-sustainability, Made in Italy, upcycling and innovation.

Today, Composad invests so that product eco-sustainability can increasingly become a lever capable of changing consumption preferences.

## 4.8.1.5

### Sadepan

Sadepan is among the largest producers in Italy - and among the first in Europe - to synthesise and develop an innovative range of products from four major raw material categories: urea, methanol, melamine and phenol.

The company's core business, which accounts for around 80% of the volume produced, is the development of low-formaldehyde adhesives and the production of resins for the wood industry, which it has been working on since the 1990s to create the ecological panel together with Saviola.

Sadepan - a benchmark in the market and forerunner of European best practices - is researching, together with leading manufacturers in the industry, new formulations with further reduction of melamine and formaldehyde in its products. The goal for the coming years is to progressively replace formaldehyde and melamine from the compounds produced: at the moment, there are no valid alternatives (e.g. bio-based) on the market that can guarantee the same mechanical-quality performance.

In order to be a market leader, Sadepan invests heavily in R&D, and in the coming years intends to systematically use LCA (life cycle environmental impact analysis) for each of the four raw materials used and the resulting products in order to precisely know their impact in order to intervene on specific characteristics and significantly reduce it. It is also working on the development of new process technologies, with the aim of improving quality by making the marketed product more

sustainable - also from this point of view - and safe for man and the environment.

Sadepan's mission also includes making its products easily recyclable, creating and recognising greater value for the raw material used and reducing energy and processing costs.

Sadepan participates each year in cross-sectoral European tables such as those of EPF (European Panel Federation) and EPRA (European Phenolic Resins Association) where European manufacturers come together to promote, discuss, develop and share best practices for the safe production, storage, transport, use and disposal of phenolic resins.

Among the various products developed by Sadepan, besides formaldehyde clusters, glues and resins, are additives, hardeners and phenolic Kraft papers for the production of laminates.

35% of Sadepan's products are destined for the Intercompany, the remainder being sold on international markets.

Sadepan's products reach every part of the world: from the African, European and Asian continents to the Americas. Sadepan presides over all markets with rigour, reliability and professionalism, maintaining a constant and direct relationship with customers both in the pre-sales phase through five agents present worldwide, and in the after-sales phase - thanks to an efficient technical support service.

## 4.8.1.6

### Saviolife

The "Natural Tomorrow" Payoff reflects Saviolife's desire to promote sustainable alternative solutions to the use of traditional products, developed thanks to the skills of the Research and Development team within the BU.

Saviolife markets life science product lines in very different market segments and for very different industrial applications. The business

model is B2B for all the different product lines and thus aimed at the industrial supply of raw materials that require further industrial processing before being distributed to the retail level.

Commercial development is divided into several product clusters:

- Tannins, plant extracts and polyphenol complexes.
- Tanning Application (Saviotan Leather - More Life to Style), for the use of tannins in the vegetable tanning of leather instead of chrome tanning.
- Application Feed (Saviotan feed - More Nature to Life) used as an additive in natural animal nutrition
- Agro Application (Vegastim- More Nature to Growth), represents a totally natural alternative to the synthetic products used in Agriculture.
- Slow-release fertilisers
- Sazolene - (The Rhythms of Nature), this is nitrogen used in the production of speciality nutrients which, due to its gradual release, is more efficient than traditional fertilisers. Unlike traditional fertilisers, the slow release is not ensured by plastic membranes that protect against the dispersion of the fertiliser into the environment, but are themselves a form of impact by remaining in the environment after fulfilling their function; it is in fact the natural bio-chemical mechanisms that exploit the presence of microflora in the soil by regulating the release of Sazolene nutrients, ensuring that they are actually utilised by the plant and not dispersed into the soil.
- Extralignum - In addition to these two product categories, a third one was added this year: wood fibres as a viable alternative to products with a higher environmental impact and less and less availability such as peat and coconut fibre.
- Extralignum - These products represent the non plus ultra of circularity: they are FSC® and PEFC certified products, which after the use of the plant extracts, instead of being sent for



recovery as combustion energy material, are mechanically processed and brought back to the market as an alternative for the production of substrates. Organic and eco-label brands are also undergoing certification.

Saviolife is present in just under 40 countries, where products are distributed through sales networks organised for the different product lines. North America (Canada and the United States) is one of the main markets and all product lines are also well established in European countries. Development is export-oriented, finding particular success in certain geographical areas, as in the case of the Feed sector in Asia.

The sales activity is mainly carried out by middle managers and aimed at direct industrial customers: the promotion of this type of product requires an important mix of technical skills since these are specialised applications that in most cases require testing and experimentation to demonstrate the value of the product with respect to market requirements. The trial of the product is therefore crucial, especially since the premium and high sustainability value of the product is intrinsically linked to its end use:

- Reduces losses of available nitrogen for plants
- Eliminates nitrate pollution in groundwater
- Increases the natural fertility of the soil
- Eliminates phytotoxicity effects and leaf burns
- Encourages greater root development
- Maximum uniformity index (U.I.) for better

physical product quality

- Nitrogen release in function of the application type
- Sliding product with low packing tendency
- Reduction in the number of applications

Only sporadically is the sale made through colla-

borations with external agents; commercial activity is divided by product application sector (tanning, agro, feed) and by geographic area.

Care and attention to business partners are the fundamental prerequisites for a stable and lasting relationship over time. Ethics and transparency are at the heart of the technical support and promotion of the commercial relationship with the reference partners. This has allowed the construction of solid and far-reaching agreements with strategic industrial partners in different geographical areas, such as the USA, China and Japan, and in Europe: the pre- and post-sales relationship plays a fundamental role and takes on the connotations of a true industrial partnership as Saviolife's finished products enter as raw materials into finished products of other industries and are marketed under other brand names. Saviolife products can, therefore, be found in bags of potting soil, or in consumer fertilisers and purchased in major supermarket chains.

Environmental sustainability is not the only advantage of Saviolife products: the high efficiency of the products and their "sustainable" and "circular" nature allows users to reduce waste and ultimately contain costs, also realising the economic dimension of sustainability.

Thanks to targeted communication also via social media and digital platforms, the newly established Business Unit is able to convey the advantages of using Saviolife products in a simple and immediate way, thanks to its in-depth technical knowledge of the production processes, the product and the target markets.









# 5

## Governance and sustainability strategy of Saviola Group

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# 5.1

## Structure and participation in governance

Saviola Holding is a private group characterised by the exercise of control, management and planning by a private law entity.

The Holding is engaged in management activities and in corporate shares. Furthermore, it also provides consultancy, technical, commercial, administrative and financial services to subsidiaries and investee companies.

Saviola's governing bodies consist of a Board of Directors with management functions and a

Board of Statutory Auditors with management control functions.

Invested with all the widest powers for the ordinary and extraordinary management of the Company, with all the rights for the implementation and achievement of the corporate purposes, the Board of Directors of Saviola Holding controls all the companies of the group.

Members of the Board of Directors remain in office until their position is revoked or until they resign.

The traditional system implemented imposes a distinct division of activities and responsibilities attributed to the management and coordination functions of direction, guidance and support in a manner consistent with the corporate purpose.

The governance model is characterised by the presence of the following governing bodies:

Governing body Saviola Holding	Number of members
Shareholders' Meeting	Sole Quotaholder, legal person, Mauro Saviola S.r.l. Group [Sole shareholder legal person Gruppo Mauro Saviola S.r.l.]
Board of Directors	5 (1 Chairman and 4 Directors)
Board of Statutory Auditors	3 (1 Chairman and 2 Statutory Auditors)
Supervisory Body	3 (1 Chairman and 2 Members)
Committees:	
Year 2020 Privacy Committee	5 (1 Chairman and 4 Members)
Year 2021 ESG Committee	5 (1 Chairman and 4 Members)

### Sharing-based Organisation and Management Model

Saviola Group works synergistically with its subsidiaries with an executive integration to share a single sustainability strategy. The Organisation and Management Model and the Code of Ethics, to which all subsidiaries must adhere, define the strength of the Group. A model based on sharing whereby everyone, at any organisational level, contributes through dialogue, ideas and experience to strategies, policies and objectives in sustainability issues.

On an annual basis, meetings are organised every month on management, organisational, operational, commercial, economic and innovation issues, with the involvement of the executive and managerial levels. This model has developed a system with a remarkable capacity for growth.

Participation and sharing denote the strength of a system that is capable of transforming and adapting to possible internal and external demands.

The Group's various communication tools such as the corporate website, intranet and social

platforms are constantly fed to give visibility to this commitment internally and externally. The interactive feature of some of these tools makes it possible to share Group developments

and to activate moments of consultation and sharing of ideas and values within the company. The Sustainability Report is one of the main contents of this commitment.

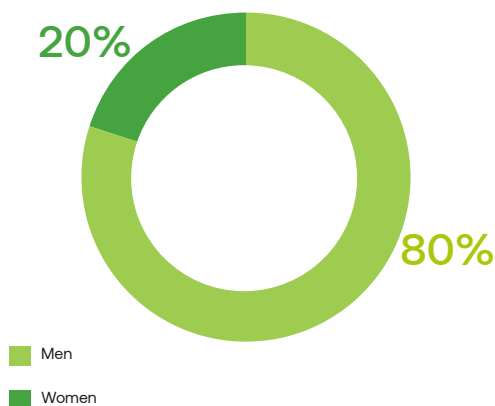
## 5.2

### BOD

#### MEMBERS OF THE BOARD OF DIRECTORS Saviola Group– 2021

EXECUTIVE	3
NON-EXECUTIVE	2
INDEPENDENT	0
NOT INDEPENDENT	5
< 30 YEARS OF AGE	0
> 50 YEARS OF AGE	3
30-50 YEARS	2
WOMEN	1
MEN	4
ITALY	5
OTHER COUNTRIES	0

#### BOARD OF DIRECTORS BY GENDER Saviola Group - 2021



## 5.3

### ESG committee

The Board of Directors, with the consent of the Shareholders' Meeting starting from 2020 has appointed the ESG committee, consisting of 5 members, to develop and coordinate the group's sustainability strategy. The BoD approved the Committee's Statute outlining the content and methods of exercising the proxies. The ESG Committee, a place of study, analysis and dialogue established with the first edition of the Sustainability Report, provides information and proposes lines of action in the areas of Environmental, Social and Governance (ESG), business ethics and risk management to the Board of Directors and corporate functions. In particular, the Committee oversees the execution of the Saviola Group Sustainability Report, on the identification of the company's Key Performance Indicators (KPIs) related to the Group's sustainability strategy and project timeline.

The ESG Committee, in office for three years, has the task of consolidating within the corporate perimeter and towards stakeholders the knowledge and application of the concept of corporate social responsibility, today essential for the continuity and success of the Group. Its composition includes all duties relevant to strategic assessment on sustainability issues. The members of the ESG Committee work with the Supervisory Board and the other company committees to better chair areas of common duties

In overseeing sustainability issues, related to business operations and the dynamics of

interaction with Group companies, the ESG committee worked with all stakeholders to examine the main corporate rules and procedures that are relevant when dealing with ESG issues, examined opportunities for collaboration with non-profit organisations, and reviewed the Code of Ethics and its adequacy and effective implementation with regard to ESG strategies. It expresses opinions on sustainability issues at the request of the Board of Directors and coordinates with corporate structures and bodies to investigate ethical and sustainability issues.

## 5.4

### Supervisory body

The Group has adopted a Code of Ethics and an Organisation and Management Model in compliance with Italian Legislative Decree 231/2001.

These documents define the organisational structure and codes of conduct of the organisation and aim to prevent breaches of the regulatory provisions. The Organisation and Management Model provides that the Supervisory Body (SB), appointed by the Group's Board of Directors, monitors its implementation in compliance with the provisions of the Decree.

In 2021, the Supervisory Committee monitored compliance with the provisions, procedures and operating instructions, ensuring adequate training and information on how to prevent such crime risks, and activated channels for collecting and verifying reports concerning potential or current behaviour that may represent a risk of crime.

For each report, the SB investigates and verifies the information, ensuring protection against any retaliation, discrimination or penalisation suffered, directly or indirectly, for forwarding the report, ensuring confidentiality (the whistleblowing mechanism) and identifying the corrective action to be taken.

In 2021, there were no reported and established incidents of corruption within the scope of the activities carried out.

## 5.5

### Privacy committee

The General Data Protection Regulation, or the European Regulation 2016/679, clarifies how personal data must be processed, including the methods of collection, use, protection and sharing. To this end, the Group has set up a Privacy Committee to intercept and document the documentary, organisational and technical processes for the protection of the natural and non-physical person, legal person, body or association, identified or identifiable, to whom the personal data in the possession of Saviola Group, the owner of the data, refer. The Privacy Committee deals with GDPR and Privacy management for all Group companies, producing the necessary documentation, ensuring the distribution of material to employees and new recruits and ensuring adequate staff training and relevant updates. It also monitors security levels and intercepts any deficiencies. Data security is essential and involves the definition of an intervention plan based on the level of risk.

### Precautionary principle and management of risks

The Saviola Group's corporate policy is based on the protection of the health and safety of its workers, employees and external companies operating on its sites, and on the protection of the environment in all its aspects (air - water - soil).

The ongoing process of continuous improvement allows workers to be assured of increasingly high safety standards to reduce the frequency and severity of accidents and prevent the onset of occupational illness.

The continuous improvement of production processes, thanks to the introduction of cutting-edge technologies, makes it possible to reduce



the impact on the environment of production sites and to place on the market products that are increasingly less polluting and 100% recyclable.

Saviola Group has a solid corporate risk management system, based on its own Model in compliance with Italian Legislative Decree 231/2001.

In application of the Group Model, the Group has adopted a shared risk management system with all company levels.

Saviola Group has an Organisational Model in compliance with the provisions of Italian Legislative Decree 231/01, which includes all the risks envisaged by the Decree and which the Group could incur in its relations with parties directly or indirectly involved in its activities. On the basis of the Model, the risks of offences that could affect Saviola Holding S.r.l. and the Group's companies have been identified and mapped, and from which the Group has chosen to protect itself by applying the Preventive Organisational Model.

### **Fight against corruption in the supply chain**

Saviola Group when tendering for the purchase of goods or services applies control strategies to counter possible corruption phenomena. Thanks to an exchange platform, the various company functions can convey the quotation requests to be forwarded to the suppliers and thus guarantee a control on the expenditure that is made.

For consultancy, investments, the purchase of services, spare parts above a certain threshold, the hiring of handling equipment and maintenance work within plants, the procedure requires the acquisition of at least three bids and a double check first with the submission of the request for approval by the president and then with the involvement of the relevant senior company figures.

The possibility of requesting a quotation from only one supplier is not precluded, but the justification for exclusivity must be objectified and submitted for approval. Such cases represent the minority of the cases: 15-18% of the total suppliers required.

# 5.6

## Saviola Group today

At the end of the year 2021, Saviola Group's ESG Committee submitted a questionnaire to key company figures to collect thoughts and considerations useful for the definition of the company's Sustainability Plan.

An in-depth survey of the Group's work areas was carried out, starting from the top management of the company. The idea behind the Committee is to integrate sustainability actions, whether current or future, as far as possible in order to create a coherent and comprehensive strategy that refers to all areas of the company's activities and community. The questionnaire has been analysed individually and reworked in aggregate form, and will complement Saviola Group's Sustainability Plan drawn up by the ESG Committee, in the knowledge that the ESG strategy of an Eco-Ethical Group such as the Saviola Group is mainly based on the innovative actions it will be able to take in this area in a shared, thought-out and informed manner.

The areas examined were: analysis and evaluation of the Sustainability Report, role of the ESG Committee, 17 Sustainable Development Goals, materiality analysis, Sustainability Plan, SWOT Analysis.

# 5.7

## Saviola Group tomorrow: tools to achieve the goal

Since Saviola Group's first Sustainability Report, published in 2019, the company's reporting, analysis and development path has progressively become more comprehensive and effective. This achieved greater quality, objectivity and transparency of the activities related to the report. Through the involvement of several internal work teams it was possible to:

### Extend reporting to all Group plants including abroad

Foreign locations were also affected by the collection and analysis of the data. This is to facilitate the sharing of the same in a common journey that concerns the entire strategy of Saviola Group.

### Establish the ESG Committee

In 2020, the Group set up the ESG Committee, a cohesive and cross-cutting group that sets strategic objectives, develops shared solutions and monitors the progress of their implementation from year to year. This represented a decisive step towards integrating sustainability objectives into the Group's Industrial Plan.

### Implement a digitalised data collection platform

The use of the Esgeo platform has allowed the Group to work on the quality and robustness of the ESG data collected and to manage, validate and monitor the data both by plant and aggregated at a Business Unit and group level. Through this tool it was possible to identify a contributor and an approver for each KPI collected, monitor the progress of the compilation and validation of the data, and verify the correctness of the indicators entered.

### Review of the Sustainability Report by an accredited third party

The review of the document aims to be a confirmation of the correctness of its *modus operandi* and the opportunity to identify opportu-

nities for improvement and raise the quality of reporting from year to year.

### Adopt the GRI Standard and Core Option

Since the First Sustainability Report, Saviola Group has decided to structure the report on the GRI (Global Reporting Initiative) standard, which turns out to be the most serious and structured method for each organisation, building a solid basis on which to then create the model best suited to their needs through the criteria of reliability, comparability and verifiability of information. Once again this year, the reporting as set up corresponds to the core option, an essential option that provides the necessary information for comprehensive sustainability reporting. This analysis allows to understand the nature of the organisation, the material topics and the probable impacts and their management. The Core Option is an important option for the corporate sustainability report.

### ENVIRONMENTAL

- Monitoring of CO<sub>2</sub> savings and measurement of impacts.
- Saviola Group's environmental meter.
- Environmental assessment of suppliers.
- Monitor energy consumption outside the organisation and other types of indirect emissions (Scope 3), such as those emitted by its suppliers.

### SOCIAL

- Environmental and social development projects for the community (internal and external stakeholders).
- Social assessment of suppliers.
- Communication increasingly based on values, oriented towards the community and the needs of customers who are increasingly attentive and aware in their choices towards products that are the result of ethical production processes that respect the environment and the ecosystem.

## SUSTAINABILITY AT THE CENTRE



### **Maria Porro**

Chairman Assarredo  
with proxy for Sustainability

Sustainability is an epoch-making challenge, crucial and central to development

also for the entire Wood-Furniture supply chain. Being sustainable means creating more well-being, for many more people, in a context of limited resources and respect for the environment, and the impact of these choices is global.

Today, a rethinking of the strategic objectives for all our companies and an effort is required to imagine how the sector and the entire Wood-Furniture supply chain can contribute to global objectives, to limit climate change, the depletion of non-renewable resources and pollution, taking advantage of it: by strengthening its contribution to the common cause of sustainability, Wood-Furniture also looks to the interests of the sector, which will gain in innovation, competitiveness, reputation and will have to demonstrate that it can consciously access with credible projects the important economic resources that Europe is putting in place.

As the daunting challenges of the past two years are proving, the need



to respond quickly to change is more imperative than ever. Aware of this, as FederlegnoArredo we have started a five-year project that is based on the awareness of being a very virtuous sector, with points of excellence, and it is on these bases that we must base future actions, putting our strengths to work and working on those of weakness. We have, therefore, developed a Decalogue: ten points, ten guidelines that chart the course for the coming years and are the commitments that we want to take, accompanying the companies on this journey, which will be long and complex.

And at the basis of our supply chain process, there is wood, a material with an infinite life cycle and which has inherent in it the concept of circularity, as your company is well aware due to the setting up of a production model based on the recovery and reuse of this material, in an economically and ecologically sustainable process logic.

Therefore, first of all together with companies like yours, we are now translating the objectives of our Decalogue into actions and projects, in order to start together on an individual and federative path towards increasing environmental sustainability,

which is also the key to greater competitiveness and towards an always greater contribution of Italian Wood-Furniture against the climate crisis, as Europe, and above all, as future generations are asking us.

# saviola Talks

- Service and health promotion program offered by the organisation voluntarily to its workers.
- Training programs on sustainability and ESG factors for Group employees (environment, rights, welfare, gender diversity, anti-corruption).

## GOVERNANCE

- Presentation of Saviola Group's ESG Committee's Sustainability Plan, integrating the business plan and the financial plan, objectives set out in the various sectors of the company according to the investment priorities and the resources available (checks and periodic alignment in the Board of Directors with specific dedicated sessions).
- Sharing of material themes inside and outside the company perimeter.
- Stakeholder Engagement through actions planned annually in the medium to long term, diversified by stakeholder category, documented through the recording of outcomes and impacts on materiality.







# 6

## Gri Standard Correlation Table

**GRI 101 FOUNDATION 2016**  
**GRI 102: GENERAL INFORMATION 2016**

Disclosure	Paragraph of reference	Notes/omissions
102-1 Name of organisation	Cover	
102-2 Activities, brands, products, and services	1.2, 1.4, 1.6, 1.7, 1.8	
102-3 Location of the registered office	1.3	
102-4 Location of operations	1.3, 1.4, 1.7, 1.8, 7	
102-5 Ownership and legal form	1.3	
102-6 Markets served	1.5, 4.8.1.3, 4.8.1.4, 4.8.1.5, 4.8.1.6	
102-7 Scale of the organisation	1.2.	
102-8 Information on employees and other workers	4.1.	
102-9 Supply chain	1.4, 1.6, 1.7, 1.8	
102-10 Significant changes to the organisation and its supply chain	-	No amendments have been made.
102-11 Precautionary Principle or approach	5.5	
102-12 External initiatives	4.7, 5.5	
102-13 Membership in associations	4.7	
102-14 Statement from senior decision-maker	1.1	
102-16 Values, principles, standards, and norms of behaviour	1.6, 1.8, 4.2, 5.5, 5.6, 5.7, 7	
102-18 Governance structure	5.1, 5.2, 5.3	
102-40 List of stakeholder groups	1.1, 2	
102-41 Collective bargaining agreements	4.1	
102-42 Identifying and selecting stakeholders	2	
102-43 Approach to stakeholder engagement	2	
102-44 Key topics and concerns raised	2, 5.7	
102-45 Entities included in the Consolidated Financial Statements	1.3, 1.4	
102-46 Defining report content and topic Boundaries	2, 7	
102-47 List of material topics	2	
102-48 Restatements of information	7	
102-49 Changes in reporting	7	
102-50 Reporting period	7	
102-51 Date of most recent report	7	
102-52 Reporting cycle	5.7, 7	
102-53 Contact point for questions regarding the report	7	
102-54 Statement on reporting in compliance with GRI Standards	7	
102-55 GRI content index	6	
102- 56: External auditing	8	

**MATERIAL TOPICS**

Economic topics (GRI 200)

**GRI 201: ECONOMIC PERFORMANCE 2016**

Disclosure	Paragraph of reference	Notes/omissions
201-1 Economic value directly generated and distributed	4.7	

**GRI 205: ANTI-CORRUPTION 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	5.5	
205-1 Operations assessed for risks related to corruption	4.7, 5.5	
205-3 Confirmed incidents of corruption and actions taken	5.5	

Environmental topics (GRI 300)

**GRI 301: MATERIALS 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	3.2	
301-1 Materials used by weight or volume	3.2	
301-2 Recycled input materials used	3.2	

**GRI 302: ENERGY 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	3.6	
302-1 Energy consumption within the organisation	3.6	
302-3 Energy intensity	3.6	
302-4 Reduction of energy consumption	3.6	

**GRI 303: WATER AND EFFLUENTS 2018**

Disclosure	Paragraph of reference	Notes/omissions
303-1, 303-2 Information on the management method	3.4	
303-3 Water collection	3.4	
303-5 Water consumption	3.4	



**GRI 305: EMISSIONS 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	3.5, 3.7	
305-1 Direct (Scope 1) GHG emissions	3.7	
305-2 Energy indirect (Scope 2) GHG emissions	3.7	
305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	3.7	

**GRI 306: WASTE 2020**

Disclosure	Paragraph of reference	Notes/omissions
306-1, 306-2 Management approach	3.5, 3.3	
306-3 Waste generated	3.3	
306-4 Waste diverted from disposal	3.3	
306-5 Waste directed to disposal	3.3	

Social topics (GRI 400)

**GRI 401: EMPLOYMENT 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	4.3	
401-1 New employee hires and employee turnover	4.1.1	
401-3 Parental leave	4.1.3	

**GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018**

Disclosure	Paragraph of reference	Note/omissioni
103-1, 103-2, 103-3 Management approach	4.3, 7	
403-1 Occupational health and safety management system	4.3	
403-2 Hazard identification, risk assessment, and incident investigation	4.3	
403-3 Occupational health services	4.3	
403-4 Employee participation and consultation and communication on health and safety at work	4.3	
403-5 Worker training on occupational health and safety	4.3, 4.7	
403-6 Health and safety at work	4.3	
403-7 Prevention and mitigation of workplace health and safety impacts within trade relations	4.3, 5.6	
403-9 Accidents at work	4.3	
403-10 Occupational illnesses	4.3, 5.6	

**GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	4.2	
405-1 Diversity of governance bodies and employees	4.2, 4.2, 5.2, 5.7	

**GRI 406: NON-DISCRIMINATION 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	4.2	
406-1 Incidents of discrimination and corrective actions taken	4.2	

**GRI 417: MARKETING AND LABELLING 2016**

Disclosure	Paragraph of reference	Notes/omissions
103-1, 103-2, 103-3 Management approach	4.8	
417-1 Requirements for product and service information and labelling	4.8	







7

Methodological  
Note

## Methodological Note

Saviola Group has drawn up the third edition of its Sustainability Report, with the support of the consulting firm eAmbiente, according to the core option of the GRI Standards of the Global Reporting Initiative with the aim of communicating to its internal and external stakeholders the virtuous reporting commitment undertaken on selected economic, social and environmental sustainability impacts and issues.

In preparing the document, the principles of materiality, inclusiveness, the context of sustainability, completeness, accuracy, balance, clarity, comparability, reliability, trustworthiness and timeliness were adopted.

As for defining the content of the report, the Group's decision for the 2021 Report has been to continue its commitment to improving its performance with regard to the topics raised by the materiality analysis carried in for 2019. For each reported topic, the correlation is given with the Sustainable Development Goals. Environmental, social and governance issues were presented in an aggregated manner at Holding level; focuses were conducted on specific issues of interest to Saviola Group: inter-

views with authoritative voices on the national and international scene (#SaviolaTalks); SDGs box in chips with insights on the importance of protecting ecosystems.

The information reported refers to Saviola Group's organisation whose holding company is based in Viale Lombardia (Mantua), for the period from 1 January to 31 December 2021. The company perimeter is defined by Saviola Group and includes the activities carried out at the operational headquarters in Viale Lombardia, BU Saviola (Viadana, Mortara, Sustinente, Radicofani, Re-frontolo, Miane, Montelabbate, Montecalvo in Foglia Sitech, Sadepan Latinoamericana, Trasporti Delta, Trendcor); BU Sadepan: (Viadana, Truccazzano, Genk); Composad B.U. (Gerbolina, Viadana, Cogozzo) Saviolife.

The text also contains information relating to the past three years (2019-2021). The 2021 Sustainability Report was approved by the ESG Committee on Friday 8/7/2022. The document was subject to audit by KPMG S.p.A. in the form of limited assurance.

For further information on the subject of the audit and the procedures carried out by the independent auditor, please see the report published on page 112 on page 114.

For further information on the topics covered in the Report, email: [info@saviolaholding.com](mailto:info@saviolaholding.com).













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Review



KPMG S.p.A.  
 Revisione e organizzazione contabile  
 Viale Giovanni Falcone, 30/A  
 43121 PARMA PR  
 Telefono +39 0521 236211  
 Email [it-fmauditaly@kpmg.it](mailto:it-fmauditaly@kpmg.it)  
 PEC [kpmgspa@pec.kpmg.it](mailto:kpmgspa@pec.kpmg.it)

## Relazione della società di revisione indipendente sul Report di Sostenibilità

*Al Consiglio di Amministrazione di  
 Saviola Holding S.r.l.*

Siamo stati incaricati di effettuare un esame limitato (*"limited assurance engagement"*) del Report di Sostenibilità del Gruppo Saviola Holding (di seguito anche "Saviola") relativo all'esercizio chiuso al 31 dicembre 2021.

### **Responsabilità degli Amministratori per il Report di Sostenibilità**

Gli Amministratori di Saviola Holding S.r.l. sono responsabili per la redazione del Report di Sostenibilità in conformità ai *"Global Reporting Initiative Sustainability Reporting Standards"* definiti dal GRI - *Global Reporting Initiative* ("GRI Standards"), come descritto nell'allegato "Nota metodologica" del Report di Sostenibilità.

Gli Amministratori sono altresì responsabili per quella parte del controllo interno da essi ritenuta necessaria al fine di consentire la redazione di un Report di Sostenibilità che non contenga errori significativi dovuti a frodi o a comportamenti o eventi non intenzionali.

Gli Amministratori sono inoltre responsabili per la definizione degli obiettivi del Gruppo Saviola in relazione alla performance di sostenibilità, nonché per l'identificazione degli *stakeholders* e degli aspetti significativi da rendicontare.

### **Indipendenza della società di revisione e controllo della qualità**

Siamo indipendenti in conformità ai principi in materia di etica e di indipendenza dell'*International Code of Ethics for Professional Accountants (including International Independence Standards)* (*IESBA Code*) emesso dall'*International Ethics Standards Board for Accountants*, basato su principi fondamentali di integrità, obiettività, competenza e diligenza professionale, riservatezza e comportamento professionale.

La nostra società di revisione applica l'*International Standard on Quality Control 1* (*ISQC Italia 1*) e, di conseguenza, mantiene un sistema di controllo qualità che include direttive e procedure documentate sulla conformità ai principi etici, ai principi professionali e alle disposizioni di legge e dei regolamenti applicabili.



**Gruppo Saviola Holding**

Relazione della società di revisione indipendente  
sul Report di Sostenibilità  
31 dicembre 2021

**Responsabilità della società di revisione**

È nostra la responsabilità di esprimere, sulla base delle procedure svolte, una conclusione circa la conformità del Report di Sostenibilità rispetto a quanto richiesto dai GRI Standards. Il nostro lavoro è stato svolto secondo i criteri indicati nel “*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (di seguito anche “*ISAE 3000 Revised*”), emanato dall’*International Auditing and Assurance Standards Board (IAASB)* per gli incarichi di *limited assurance*. Tale principio richiede la pianificazione e lo svolgimento di procedure al fine di acquisire un livello di sicurezza limitato che il Report di Sostenibilità non contenga errori significativi.

Pertanto, il nostro esame ha comportato un’estensione di lavoro inferiore a quella necessaria per lo svolgimento di un esame completo secondo l’*ISAE 3000 Revised (“reasonable assurance engagement”)* e, conseguentemente, non ci consente di avere la sicurezza di essere venuti a conoscenza di tutti i fatti e le circostanze significativi che potrebbero essere identificati con lo svolgimento di tale esame.

Le procedure svolte sul Report di Sostenibilità si sono basate sul nostro giudizio professionale e hanno compreso colloqui, prevalentemente con il personale della Società responsabile per la predisposizione delle informazioni presentate nel Report di Sostenibilità, nonché analisi di documenti, ricalcoli ed altre procedure volte all’acquisizione di evidenze ritenute utili.

In particolare, abbiamo svolto le seguenti procedure:

- analisi del processo di definizione dei temi rilevanti rendicontati nel Report di Sostenibilità, con riferimento alle modalità di identificazione in termini di loro priorità per le diverse categorie di *stakeholders* e alla validazione interna delle risultanze del processo;
- comprensione dei processi che sottendono alla generazione, rilevazione e gestione delle informazioni qualitative e quantitative significative incluse nel Report di Sostenibilità.

In particolare, abbiamo svolto interviste e discussioni con il personale della Direzione del Gruppo Saviola e abbiamo svolto limitate verifiche documentali, al fine di raccogliere informazioni circa i processi e le procedure che supportano la raccolta, l’aggregazione, l’elaborazione e la trasmissione dei dati e delle informazioni di carattere non finanziario alla funzione responsabile della predisposizione del Report di Sostenibilità.

Inoltre, per le informazioni significative, tenuto conto delle attività e delle caratteristiche del Gruppo Saviola:

- a) con riferimento alle informazioni qualitative contenute nel Report di Sostenibilità abbiamo effettuato interviste e acquisito documentazione di supporto per verificarne la coerenza con le evidenze disponibili;
- b) con riferimento alle informazioni quantitative, abbiamo svolto sia procedure analitiche che limitate verifiche per accertare su base campionaria la corretta aggregazione dei dati;
- c) abbiamo effettuato visite in modalità remota nel corso delle quali ci siamo confrontati con i responsabili e abbiamo acquisito riscontri documentali su base campionaria circa la corretta applicazione delle procedure e dei metodi di calcolo utilizzati per gli indicatori.

**Gruppo Saviola Holding**

Relazione della società di revisione indipendente  
sul Report di Sostenibilità  
31 dicembre 2021

**Conclusioni**

Sulla base del lavoro svolto, non sono pervenuti alla nostra attenzione elementi che ci facciano ritenere che il Report di Sostenibilità del Gruppo Saviola Holding relativo all'esercizio chiuso al 31 dicembre 2021 non sia stato redatto, in tutti gli aspetti significativi, in conformità a quanto richiesto dai GRI Standards come descritto nell'allegato "Nota metodologica" del Report di Sostenibilità.

Parma, 13 luglio 2022

KPMG S.p.A.

A handwritten signature in blue ink, appearing to read 'Gianluca Tagliavini', with a long horizontal flourish extending to the right.

Gianluca Tagliavini  
Socio







SAVIOLA HOLDING srl  
Viale Lombardia, 29  
46019, Viadana (MN) – Italy

Ph: +39 0375 7871  
[www.grupposaviola.com](http://www.grupposaviola.com)  
[info@grupposaviola.com](mailto:info@grupposaviola.com)

