

GRIVEN 

SUSTAINABILITY REPORT 2024

GRIVEN 



#### Letter to the Stakeholders

As manufacturers, we recognize the profound responsibility entrusted to us in shaping an inclusive, accessible, and sustainable present and future.

Over the years, we have steadfastly invested in a comprehensive programme aimed at enhancing the environmental sustainability of all our operations.

Our Sustainability Report 2024 now stands as a testament to our unwavering dedication to environmentally responsible practices within the lighting industry.

Our commitment goes beyond mere compliance with regulatory standards, exemplifying our relentless pursuit of setting new benchmarks and spearheading transformative change.

With this report, we want to share our values, the model of responsibility we follow, and the activities and results we have achieved so far under the various topics that flow into Sustainability.

This acknowledgment fuels our dedication to continuously operating with steady principles of environmental advocacy and social responsibility, striving to make our best contribution to a better world.

Luca M. Meinardi

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# COMPANY

# Our Passion for Lighting

Founded in 1990 as a family business, GRIVEN Srl is now one of the most dynamic manufacturers in the current international outdoor architectural and landscape lighting market panorama. We design and engineer all our standard and custom solutions specific for any lighting design need in Italy.

Our LED lighting fixtures are based on a solid made in Italy tradition, strong sustainability values, constant innovation capability, continuous research and development, high-quality standards, and, last but not least, an undivided passion for light.

Our ground-breaking collection of LED surface mount, modular, linear, recessed, underwater, and visual display projectors can enhance the most demanding architectural installations, spread all over the world, with both coloured and white light dynamic effects.



# Company Vision

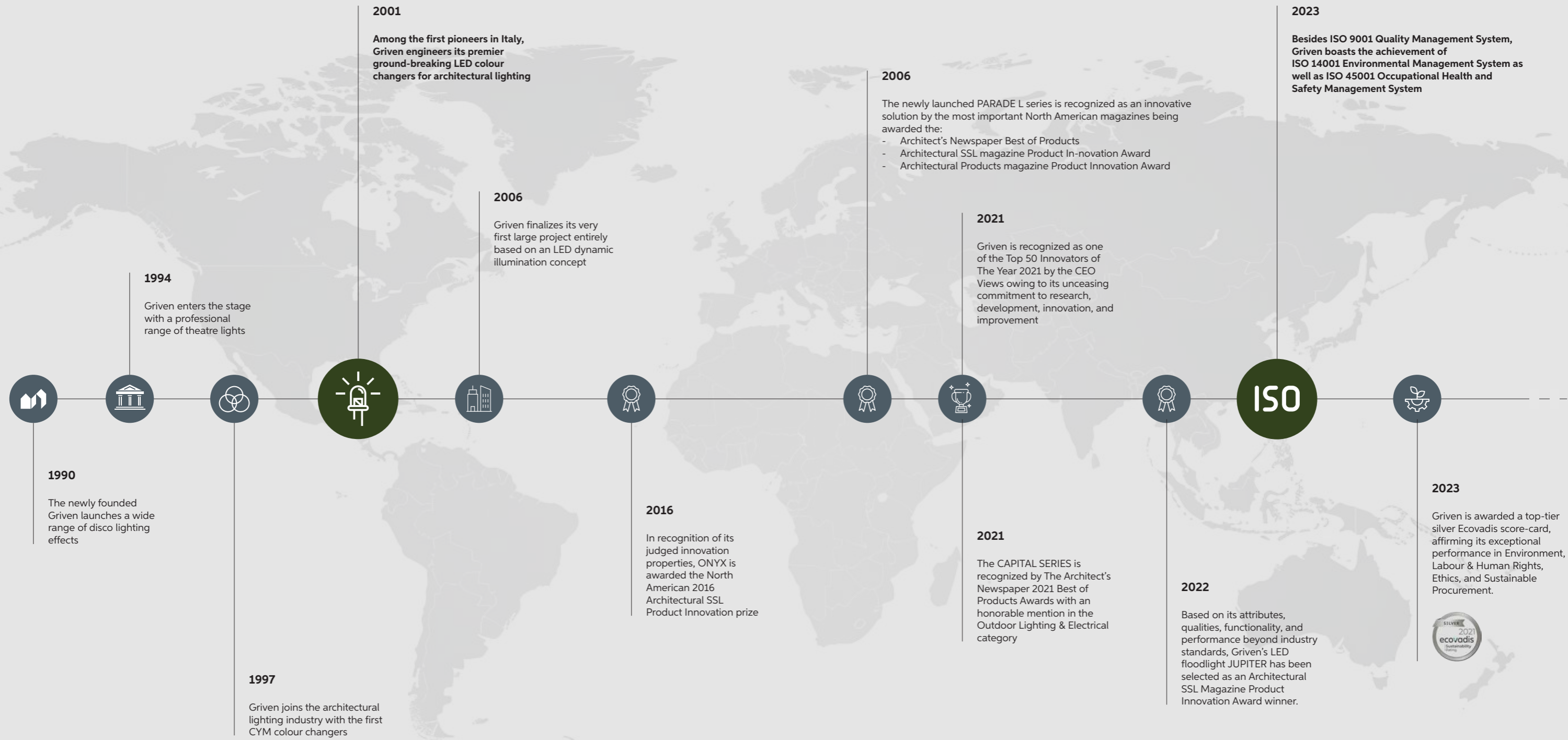
To become the benchmark manufacturing company in the worldwide outdoor architectural and landscape lighting industry via our unrivalled quality, appealing design, and uncompromising devotion to sustainability assured by the truest Made in Italy tradition.

# Company Mission

To steadily grow within both domestic and international architectural outdoor lighting markets as a genuine, reliable partner for all our customers. To bring our passion for ideas and innovation to combine with our history of quality and values of the truest Made in Italy tradition. To reach excellence in illumination through our continuous R&D achievements, consistent quality standards, sustainable and ecofriendly attitude, commitment towards truthful human relationships, and respect for people.



# Company history timeline





## The Logo

Stylish and neat, our logo delivers our company's essence through a circle and a square intersecting to create a fresh, iconic image.

Merging into our company logo, these graphic signs emblematically connect two opposite worlds, generating a unique brand identity that blends boundless creativity and technical know-how into a successful formula embodied by our collections.

The **SQUARE** symbolizes our rational self and epitomises our technical side, engineering capacity, and commitment to quality.

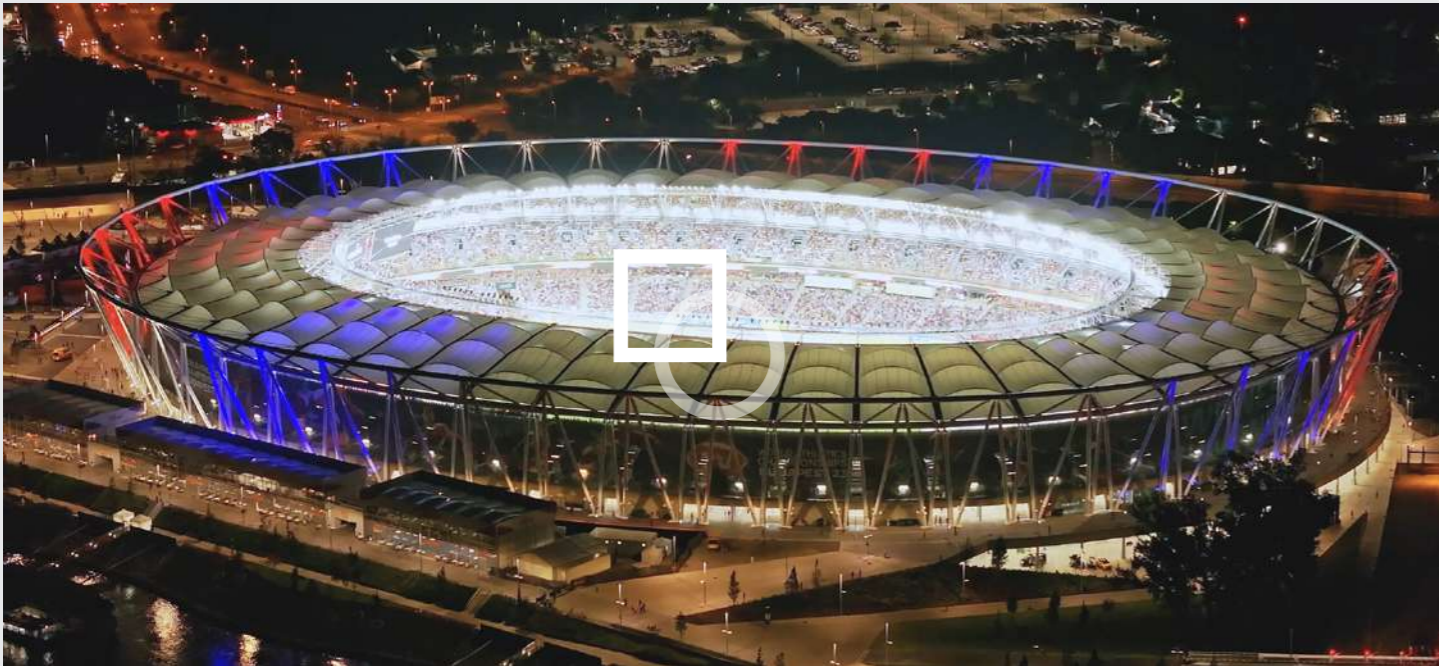
The **CIRCLE** embodies our creativity, inventiveness, vision, and intuition.



# Collections

Leveraging the duality embedded in our company logo, our product collection is divided into two distinct categories to more effectively showcase our positioning within the architectural lighting industry.

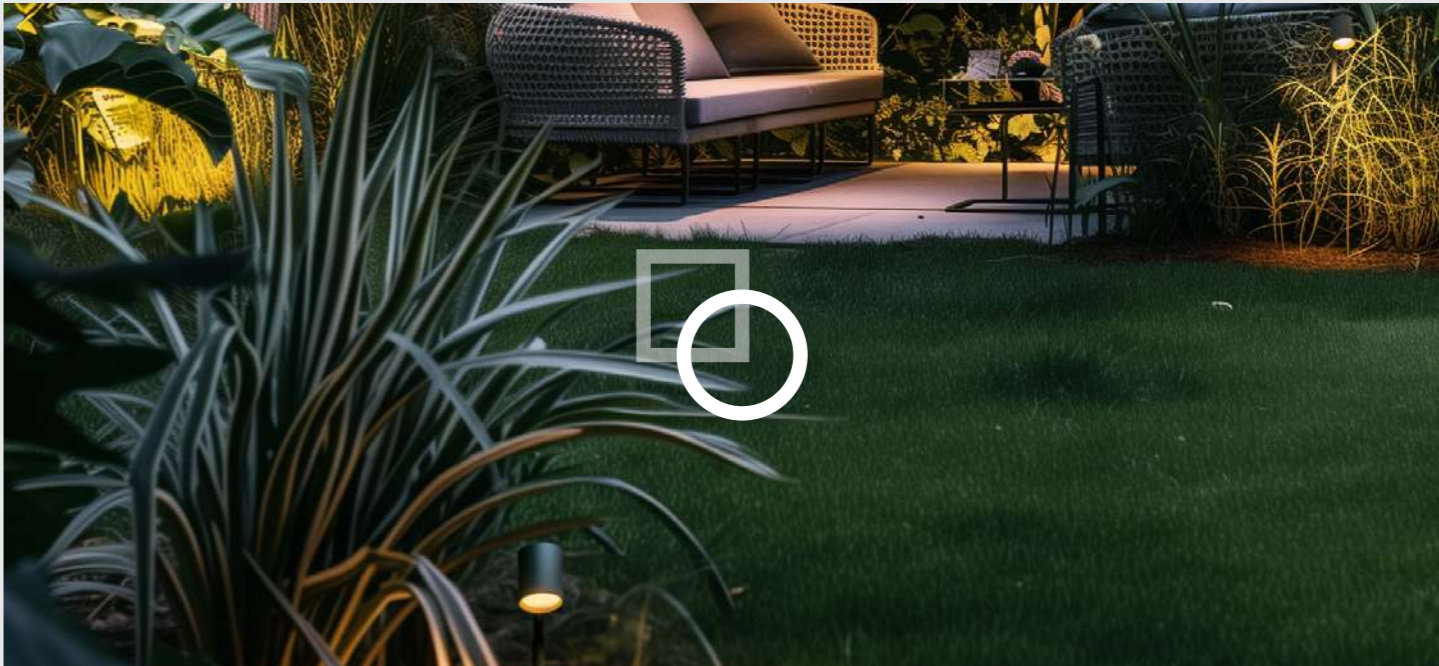
## GRIVEN



Lighting solutions for large scale projects and urban infrastructures

Our comprehensive product portfolio of architectural lighting solutions for large-scale projects and urban infrastructures allows us to obtain the widest range of light effects at any reach. Our powerful and sustainable LED lighting fixtures are capable of getting to remarkable distances with amazing precision still ensuring even light distribution and optimal performance. No matter how high or challenging a building, a tower or a bridge may be, we will always be able to light up its top in a flawless way.

## GRIVEN ESSENTIALS



Lighting solutions for small to medium-scale urban, residential, and landscape projects

GRIVEN ESSENTIALS is a collection of functional and decorative lighting solutions, tailored to meet the everyday needs of lighting designers and consultants working on small to medium-scale urban, residential, and landscape projects. With a focus on delivering high emotional impact, this comprehensive range of compact and versatile luminaires stands out for its stunning performance and user-friendly design. Specifically engineered for both outdoor and indoor use where high IP protection levels are required, these luminaires are capable of enhancing any small to medium-sized setting in both vibrant colors and soft white hues.

# Our Company In Numbers

1 Headquarters + 4 International Representative Offices In Milan, London, New York, And Dubai

1+4

148

Distributors All Over The World

42

Employees

60

Distribution In 60 Countries

44

Direct Sales In 44 Countries

1109

Unique Product Releases

100%

Made In Italy Product Manufacturing

Produced And Sold Luminaires

34718

# Core Values



## **A CONSISTENT ATTITUDE TOWARDS INNOVATION**

Ever since our foundation, we have always been developing innovative solutions that could stand out for their distinctiveness and efficiency in an increasingly competitive market.

## **A PROUD MADE IN ITALY TRADITION**

Faithful to our core values, we have always been designing, engineering, manufacturing, and assembling all our lighting fixtures in Italy. We are proud of our products, which are the result of high build and design standards of the truest MADE IN ITALY tradition.

## **A STEADY FOCUS ON QUALITY**

Quality is a core value in all our activities and such commitment pervades all of our functions and processes through a coordinated synergy among the company departments.

## **AN UNLIMITED CUSTOMISATION CAPABILITY**

We are capable of customising our standard designs down to the smallest detail as we can rely on extreme flexibility in the personalisation capability. Each idea is embraced from its inception to the development phase and the final realisation to provide the extra distinctiveness that makes a difference.

## **AN ETHICAL SOCIAL RESPONSIBILITY**

We are dedicated to supporting the communities where we operate and ensuring the well-being of our employees. Our commitment to diversity, equity, and inclusion is reflected in our workforce and our partnerships. We believe that a sustainable future must be inclusive and equitable.

## **A TIRELESS COMMITMENT TO SUSTAINABILITY**

We consider our respect for the environment an integral part of our activities. We care about our future and firmly want to improve the general environmental awareness through a coherent behaviour, by promoting greener engineering and production dynamics.



## GREEN PHILOSOPHY



For some years now, we have been investing in a prevention programme aimed at improving the environmental sustainability of all our activities. We have been acting on basic criteria - such as: facilitation of recycling activities, use of recycled materials, saving of raw materials, optimization of logistics, proximity, simplification of the packaging system, optimization of production processes, and reduction of energy waste among the others – in order to reduce our impact as much as possible.

Through our **Sustainability Report 2024**, we showcase our dedication to sustainable practices in the lighting industry. This commitment is not just about meeting regulatory requirements; it is about setting new standards and leading the way in creating a more sustainable lighting industry. We aim to be the change we want to see in the world, and our report reflects the tangible actions we are taking to achieve this.



# COMMITMENT



As a company deeply intertwined with the essence of lighting, our commitment to “illuminating the world we live in” signifies our dedication to cultivating sustainable progress, not just for ourselves but for the people and communities we serve. We operate our business guided by unwavering principles of environmental commitment, social responsibility, and economic integrity.

As manufacturers, we acknowledge the profound responsibility we carry in shaping an inclusive and accessible present and future. This role grants us the privilege of actively influencing the landscape we create. In this transformative process, we have focused our attention and actions on three main areas:

- **LIGHT QUALITY IMPROVEMENT**
- **INTERNATIONAL CERTIFICATIONS**
- **ENVIRONMENTAL FRIENDLY ATTITUDES**



## LIGHT QUALITY IMPROVEMENT

### SMART ELECTRONIC THERMAL MANAGEMENT

Our LED lighting fixtures are equipped with an active junction temperature internal monitoring which enables them to withstand the harshest exterior weather conditions. An on-board smart sensor guarantees **the most efficient LED thermal management** according to the external temperature for extreme safety, reliable performance, high lumen maintenance, and electronic components longevity. Our fixtures are certified for seamless operation from -40°C (-40°F) up to 50°C (122°F).

### FLICKER-FREE LED LIGHTING

Flicker-free LED lighting has revolutionized the way we illuminate our surroundings, offering numerous benefits that enhance our visual experience while positively impacting our well-being. Unlike traditional lighting sources, flicker-free LEDs emit a steady stream of light without rapid fluctuations, ensuring a stable and constant illumination. That's why we put the highest attention in the purchase of **top-quality LEDs and components**.

### ICE-PROOF POLAR EDITION

Available for a wide selection of our lighting fixtures, the Polar Edition features an integrated de-icing system with electrically heated glass, which assures **complete functionality even in the utmost severe cold weather conditions**. A front glass de-icing system with electronic voltage supply management allows for instant light output and access to full power flux. Comfortable operations are certified up to -40°C (-40°F) even in case of heavy snow or ice formation.

### LOW GLARE RATING

Our outdoor LED lighting fixtures boast an **exceptionally low glare rating**, setting a new standard for comfortable and visually pleasing illumination in exterior settings. Designed with precision and innovation, these fixtures prioritize reducing glare to ensure optimal visibility without causing discomfort or visual strain by employing **advanced optics and carefully engineered light diffusion techniques or additional accessories**.





## LIGHT QUALITY IMPROVEMENT

### CERTIFIED QUALITY BINNING SELECTION

As a result of the production process, LEDs show significant variations in colour and luminous flux. In order to keep these differences under tight control, LEDs are selected and delivered to the market in subclasses, known as bins and micro-bins.

Exceeding customary chromaticity industry standards, we always purchase **high performing LEDs from strictly selected micro-bins**. Through our advanced selection process, both wavelength and luminous flux stay unchanged, ensuring **reliable colour consistency and uniformity** even in situations involving multi-phased, multi-product, or multi-site installations, as well as during project expansions or fixture replacements.

### PHOTOBIOLOGICAL SAFETY

The importance of photobiological safety lies in safeguarding individuals against potential harm caused by light sources. Certain wavelengths and intensities of light have the potential to cause adverse effects, such as retinal damage, skin irritation, or disruption to circadian rhythms.

The relationship between tunable white light and circadian rhythms is significant. Circadian rhythms are natural, internal processes that regulate the sleep-wake cycle, hormone release, body temperature, and other bodily functions over a roughly 24-hour cycle. Light is a primary external factor that influences the body's internal clock, affecting circadian rhythms. For this reason, almost all of our **lighting fixtures are available in tunable white configuration**, which is designed to simulate these natural lighting changes, adjusting the color temperature to mimic natural patterns to support the body's natural circadian rhythms.

Moreover, our fixtures undergo rigorous testing and compliance with **photobiological safety standards**, such as the IEC 62471 standard, to guarantee that they emit light within safe exposure limits. This meticulous approach ensures that our lighting solutions provide not only efficient and effective illumination but also a safe environment for individuals exposed to the light emitted.

## INTERNATIONAL CERTIFICATIONS



### CERTIFICATION ISO 14001

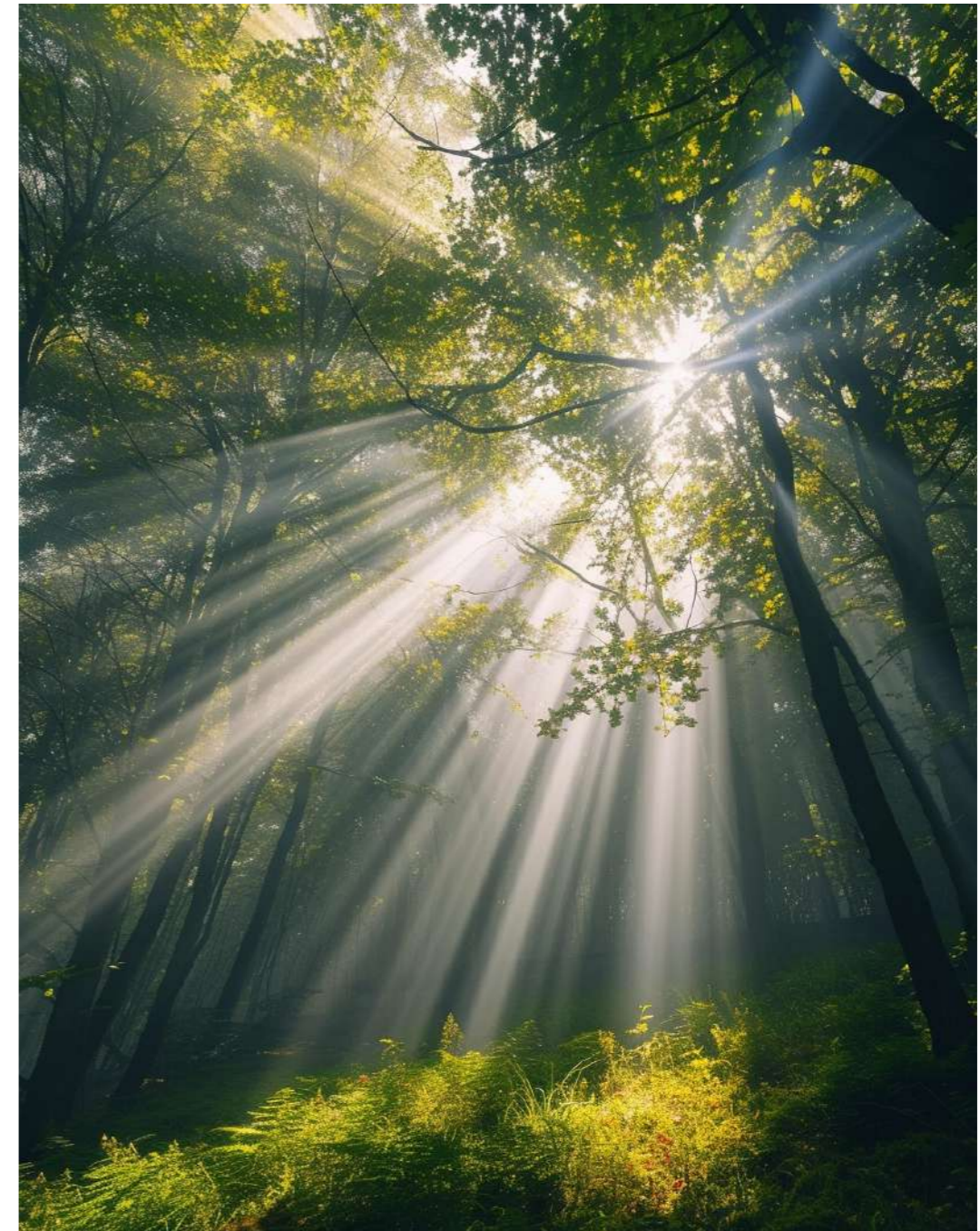
ISO 14001 is the international standard that specifies requirements for an **effective environmental management system (EMS)**. It is a must for any eco-friendly organization that wishes to set up, improve, or maintain an environmental management system.

In November 2023, through the collective efforts of all departments, we commendably secured the renewal of our ISO certifications throughout 2024. This achievement solidifies our position as a pioneering and promising company, setting a high standard for the future.

**0% DANGEROUS EMISSIONS**

**0% DANGEROUS WATER LEAKS**

**100% MOON SERIES IN CLASS C (4000K) or CLASS D (3000K)**



INTERNATIONAL CERTIFICATIONS

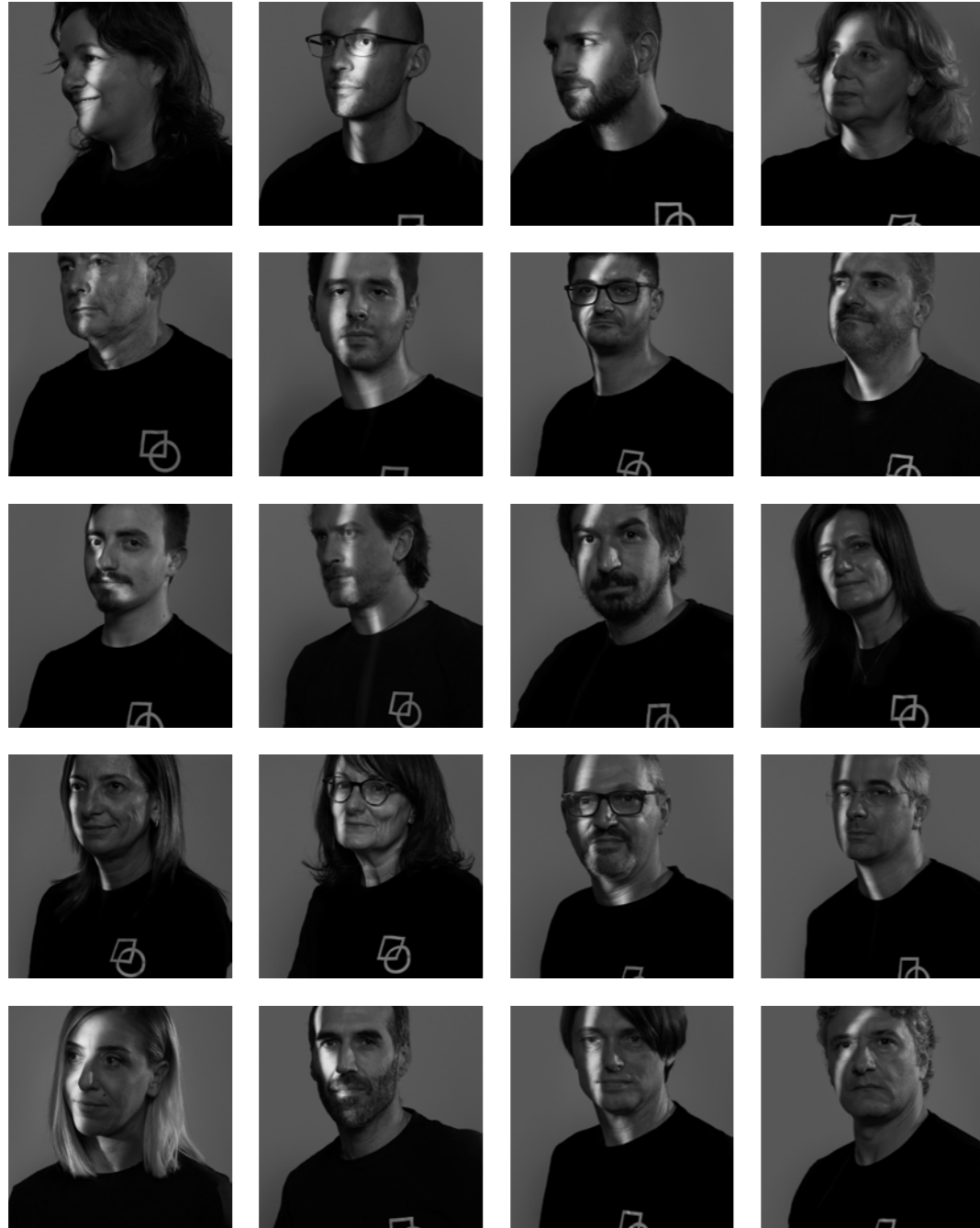


**ECOVADIS SILVER CARD**

Ecovadis is the first and largest collaborative platform in the world for trading partners to share sustainability performance information. It rates a company performance by assessing its **policies, actions, and results** as well as inputs from third-party professionals and external stakeholders. Their methodology covers 7 management indicators and 21 sustainability criteria in four areas: Environment, Labour & Human Rights, Ethics, and Sustainable procurement.

In 2023, Ecovadis tested our business model and operational procedures to rate our global performance publishing the relevant result in a **SILVER SCORE-CARD**, which reveals an excellent positioning for our company in all the above mentioned fields. Our next target for 2024 is to improve our global performance through consistent efforts.

| <b>POLICIES Strengths</b>   | <b>ACTIONS Strengths</b>  | <b>RESULT Strengths</b>  |
|---|---|--|
| Environmental policy on product use                                     | Specialised treatment and safe disposal of hazardous substances   | Reporting on total gross greenhouse gas emissions (Scope 3) downstream |
| Environmental policy on materials, chemicals and waste                  | Measures in place for environmental emergencies   | Reporting on total water consumption                                   |
| Environmental policy on water   | Mapping of waste streams  | Reports on total weight of non-hazardous waste                         |
| Environmental policy on energy consumption and greenhouse gas emissions | Internal waste sorting and disposal according to waste streams  | Reporting on total weight of hazardous waste                           |
|   | Actions or training to make employees aware of waste reduction and sorting  | Reports on total gross GHG emissions (Scope 3)                         |
|   | Employee training on energy conservation/climate action   | Reports on the quantity of EEE placed on the market                    |
|   | Purchase and/or generation of renewable energy  | Report Scope 2 greenhouse gas emissions                                |
|   | Making technical information available to refurbishment facilities to facilitate the treatment of WEEE  | Report Scope 1 greenhouse gas emissions                                |
|   | All EEE products are appropriately marked with the symbol of the crossed-out wheeled bin and a producer identification mark/producer registration details | Reporting on total energy consumption                                  |
|   | The company has joined a producer compliance scheme or has an approved waste management plan  | Standard reporting on environmental issues                             |
|   | Declares that all relevant products meet the requirements of RoHS Directive 2 (not verified)  |  |
|   | Green IT measures (e.g. efficiency of data centres or office hardware, virtualisation, data lifecycle management, etc.)                                   |  |
|   | Employee training on safe handling and management of hazardous substances   |  |
|   | Actions for labelling, storage, handling and transport of hazardous substances  |  |



INTERNATIONAL CERTIFICATIONS

**CERTIFICATION ISO 45001**

ISO 45001:2018 specifies requirements for an **occupational health and safety (OH&S)** management system, and gives guidance for its use, to enable organizations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as by proactively improving its OH&S performance. In November 2023 we successfully extended the ISO 45001 certification procedures till end 2024.

**42 EMPLOYEES**

**20 NEW EMPLOYEES  
HIRED IN THE LAST 5  
YEARS**

**35% of EMPLOYEES  
WITH MORE THAN 10  
YEARS of service**

**40% of UNDER 40  
EMPLOYEES**

**50% FEMALE OFFICE  
EMPLOYEES**



**intertek**

**1 RETIREMENT AFTER  
31 YEARS IN GRIVEN**

**100% OPEN-ENDED  
CONTRACTS**

ENVIRONMENTAL FRIENDLY ATTITUDES

**ENERGY SAVING PRACTICE**

Since 2009 we have been producing a significant share of our energy need through the installation of a solar panel system. Due to its optimal placement, orientation, and favourable weather conditions, our photovoltaic equipment efficiently converts a high percentage of our annual energy requirement into actual electricity. Over the last five years, we have consistently recorded increasingly strong performances:

**500 sqm SOLAR PANEL PLANT**

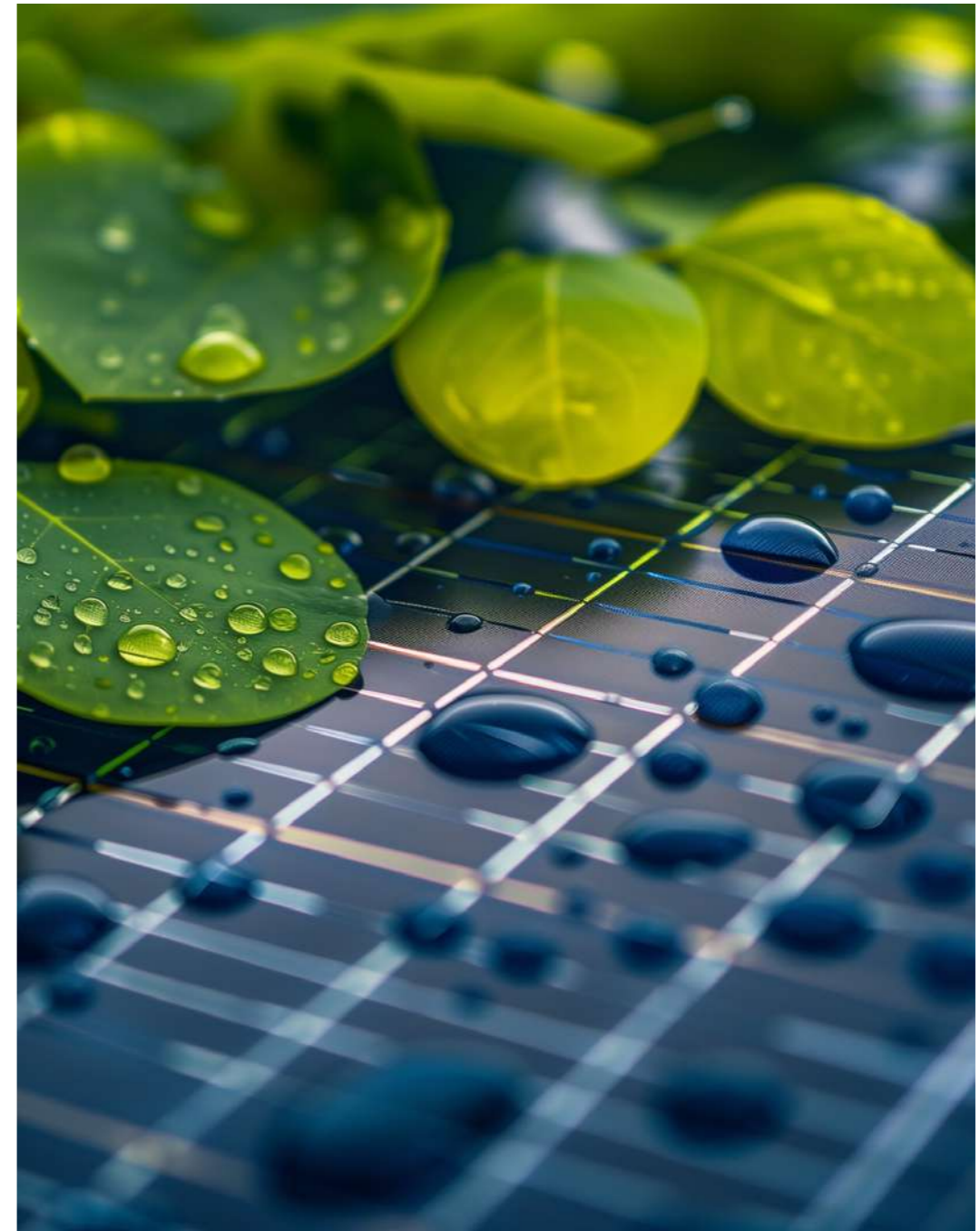
**54% SELF-PRODUCED ENERGY**

**31% SOLD ENERGY**

|          | Self-produced energy | Purchased energy | Sold energy |
|----------|----------------------|------------------|-------------|
| 2019     | 43%                  | 57%              | 47%*        |
| 2020 (*) | 35%                  | 65%              | 30%*        |
| 2021     | 44%                  | 56%              | 25%*        |
| 2022     | 49%                  | 51%              | 28%*        |
| 2023     | 54%                  | 46%              | 31%*        |

\*Of the produced solar energy

(\*) In 2020 we registered a reduced energy production owing to replacement and maintenance operations on the solar panels installed in 2009



## ENVIRONMENTAL FRIENDLY ATTITUDES

### RENEWABLE ENERGY SOURCES

100% of the energy we purchase comes from renewable sources. Our provider, EICOM Energia, issues the international GO certification, which guarantees that **their energy is produced by plants powered by renewable sources.** Renewables are those forms of energy coming from sources that can regenerate (such as wind or water energy), or that will not be exhausted within a scale of human times (such as solar power or geothermal energy). Most important thing, their use does not affect natural resources for future generations.

### 100% RENEWABLE ENERGY





## ENVIRONMENTAL FRIENDLY ATTITUDES

### PACKAGING (R)EVOLUTION

Sometimes little things are little steps towards a great goal. Changing the everyday habits is always difficult but it means a lot for the creation of a better world. We decided to take some little steps within our everyday working habits that are a contribution to the improvement of a global sustainability:

**100% of our packaging comes from over 90% recycled materials;**

**We have abandoned the use of foam in our packaging in 2021**

**Use of recycled biodegradable wraps for packing;**

**Use of 100% recycled cardboard boxes**

**Use of paper tape for packaging;**

**Paper glasses for coffee and water;**

**Reusable water bottles**

**Reusable paper boxes**

**Usage of wooden boxes for ware storage and transportation**

**Replacement of printed product manuals with digital versions accessible via QR codes**



## ENVIRONMENTAL FRIENDLY ATTITUDES

### REDUCTION OF DANGEROUS EMISSIONS or WASTE

Air, water and soil pollutants harm human health and the environment. Our careful procedures allow no dangerous leaks and a very low percentage of air polluting emissions. Our office and warehouse areas already have zero CO2 emissions, and we have implemented measures to achieve zero emissions in our production department since January 2022. Additionally, we have implemented stringent procedures to ensure 100% recycling of waste materials.

**0% DANGEROUS EMISSIONS**

**0% DANGEROUS WATER LEAKS**

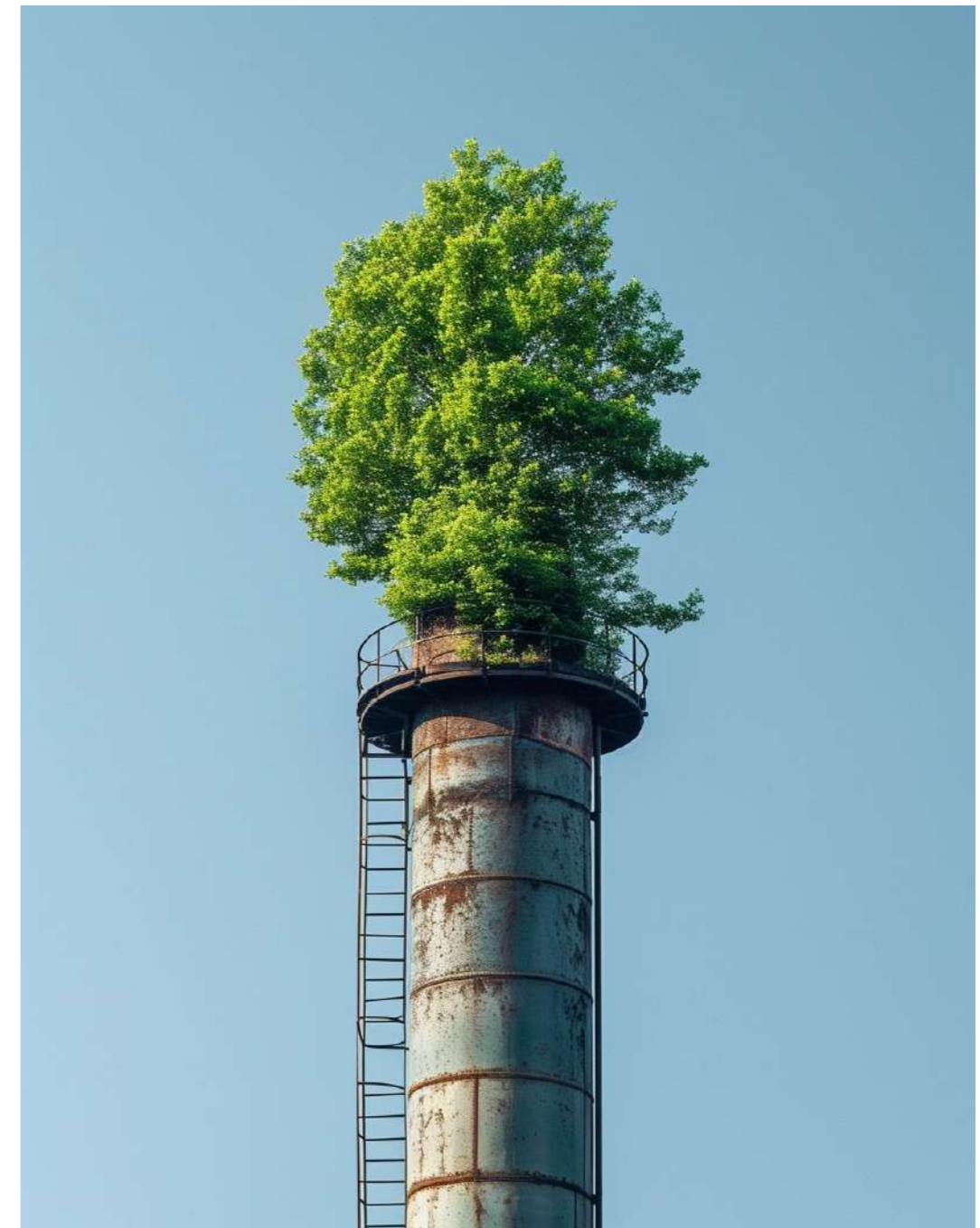
**2000 KG OF RECYCLED PAPER**

**370 KG OF RECYCLED ALUMINIUM WASTE**

**180 KG OF RECYCLED IRON WASTE**

**90% RECYCLABLE WASTE**

**10% OF WASTE DESTINED FOR DISPOSAL**



## ENVIRONMENTAL FRIENDLY ATTITUDES

### LOCAL SOURCING

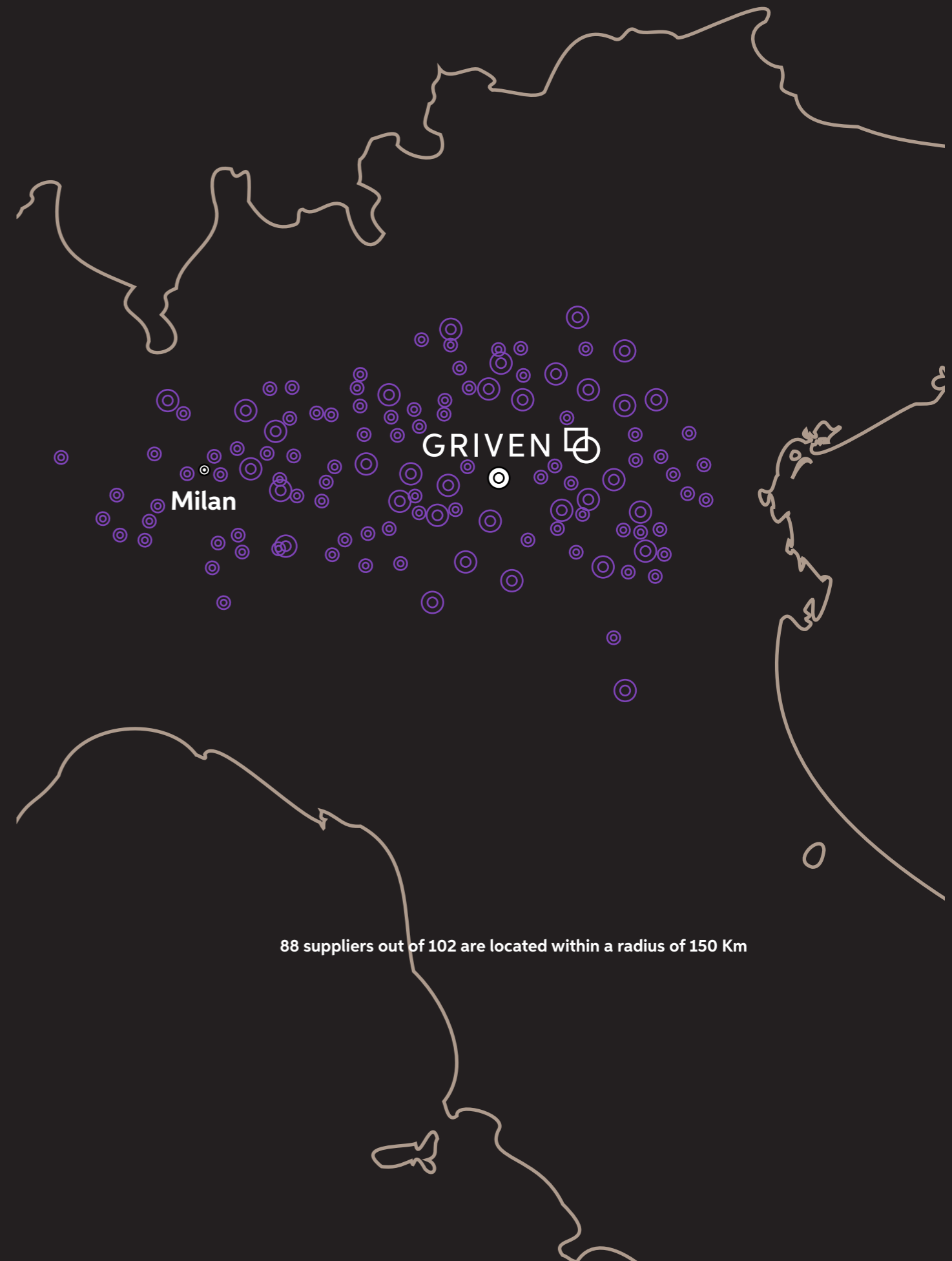
Local sourcing holds significant economic importance and sustainable value for our company's operations. By prioritizing the procurement of almost **90% of our total purchases from Italian providers, whereas 88% of them are located within a 150-kilometer radius**, we actively support the growth of our local economy while fostering sustainability in our supply chain.

This commitment to local sourcing greatly benefits our community by stimulating regional economic development. By collaborating with selected artisans and small to medium-sized companies within our territory, we contribute directly to job creation and the sustenance of local businesses. Moreover, the connection forged with local artisans and suppliers also cultivates a sense of partnership and trust allowing for better communication, flexibility, and quality control, thereby ensuring the superior quality of our products.

Moreover, our emphasis on local sourcing aligns with our sustainability goals. Reduced transportation distances for sourcing materials and components translate to decreased carbon emissions and environmental impact. By minimizing our carbon footprint through shorter supply chains, we actively contribute to environmental conservation and promote a greener approach to our operations.

**89% OF TOTAL PURCHASES FROM ITALIAN PROVIDERS**

**88% OF THE ITALIAN PROVIDERS ARE LOCATED WITHIN A 150KM RADIUS**



## ENVIRONMENTAL FRIENDLY ATTITUDES

### CIRCULAR ECONOMY

The concept of a circular economy lies at the heart of our company's ethos and policy. We've embraced this innovative approach as a guiding principle in our operations, aiming to minimize waste, maximize resource efficiency, and create a sustainable ecosystem within our business model.

Central to our circular economy policy is the **idea of reducing, reusing, and recycling resources at every stage of our product lifecycle**. We prioritize the design and manufacturing of products that are durable, repairable, and made from materials that can be easily recycled or repurposed. By doing so, we minimize the generation of waste and promote longevity in the use of our products.

Moreover, our commitment extends beyond product design. We actively seek ways to close the loop within our supply chain by fostering partnerships that prioritize the reuse of materials, components, and packaging. Whether it's through innovative recycling programs or collaborations with suppliers committed to sustainable practices, we strive to create a network that embraces circularity.

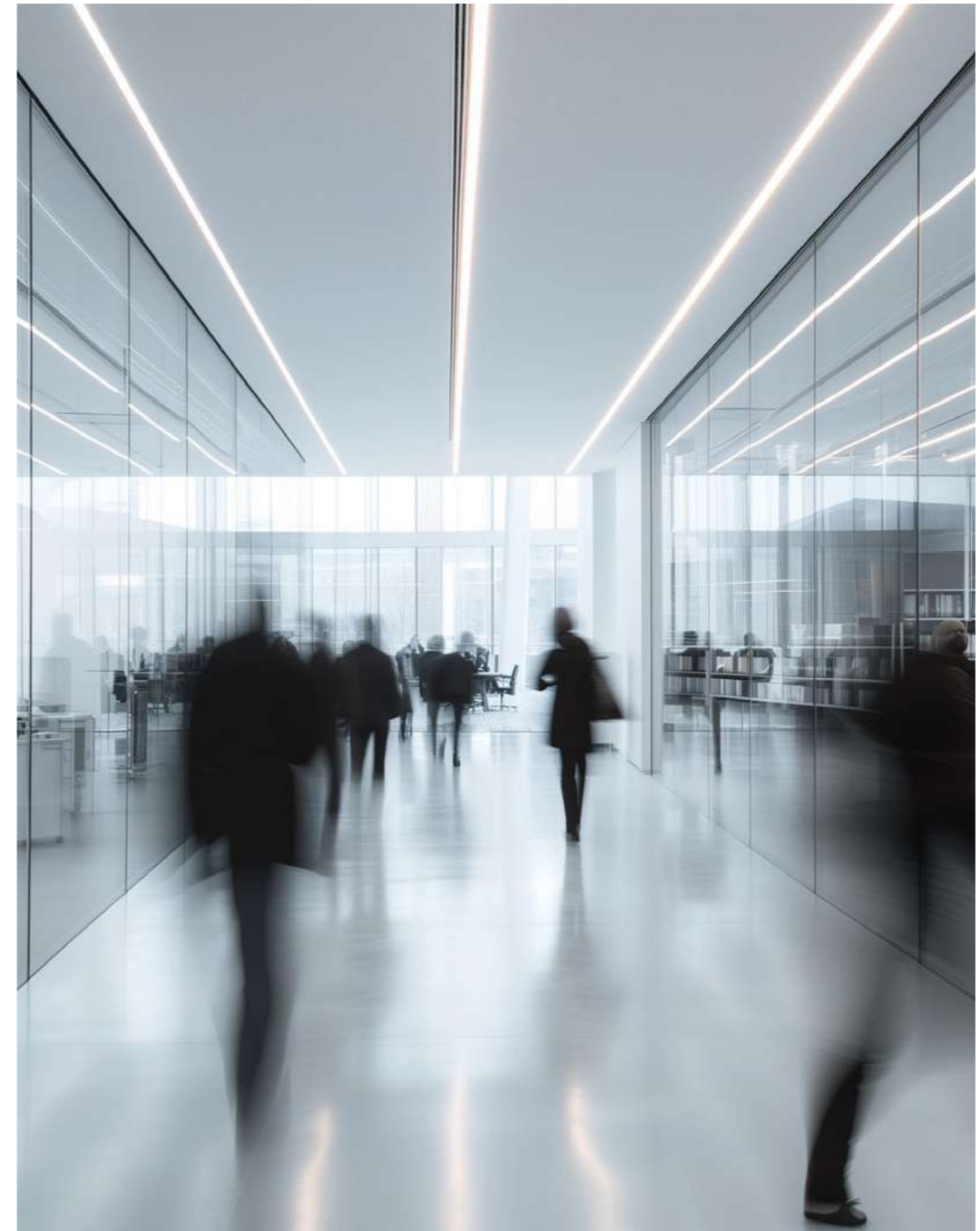


## ENVIRONMENTAL FRIENDLY ATTITUDES

### HUMAN-CENTRIC WORKING SPACES

The work place is far more than just a place where people work. Spaces and places have a massive impact not only on our state of mind but also on our performance. As we care about our people, we do everything to improve their everyday conditions, creating a natural, healthy working environment.

In all our offices we have installed **100% LED lighting**, which are capable of creating a safe and well lit ambience, while allowing energy savings. The air recirculation and purification system installed in our offices allows a safe breathing condition and is fed with zero emission green energy sources. The lighting system of our exterior building, parking, and gardens is also 100% LED. Every further step we take, now and in the future, is the result of careful and environmentally friendly choices.



ENVIRONMENTAL FRIENDLY ATTITUDES

REPAIRABILITY INDEX

The repairability index consists of a score out of 10 intended to be displayed at the time of purchase to inform consumers of the categories of electrical and electronic products. Its goal is to encourage manufacturers to design products that are easier to repair, thereby extending their lifespan and reducing electronic waste.

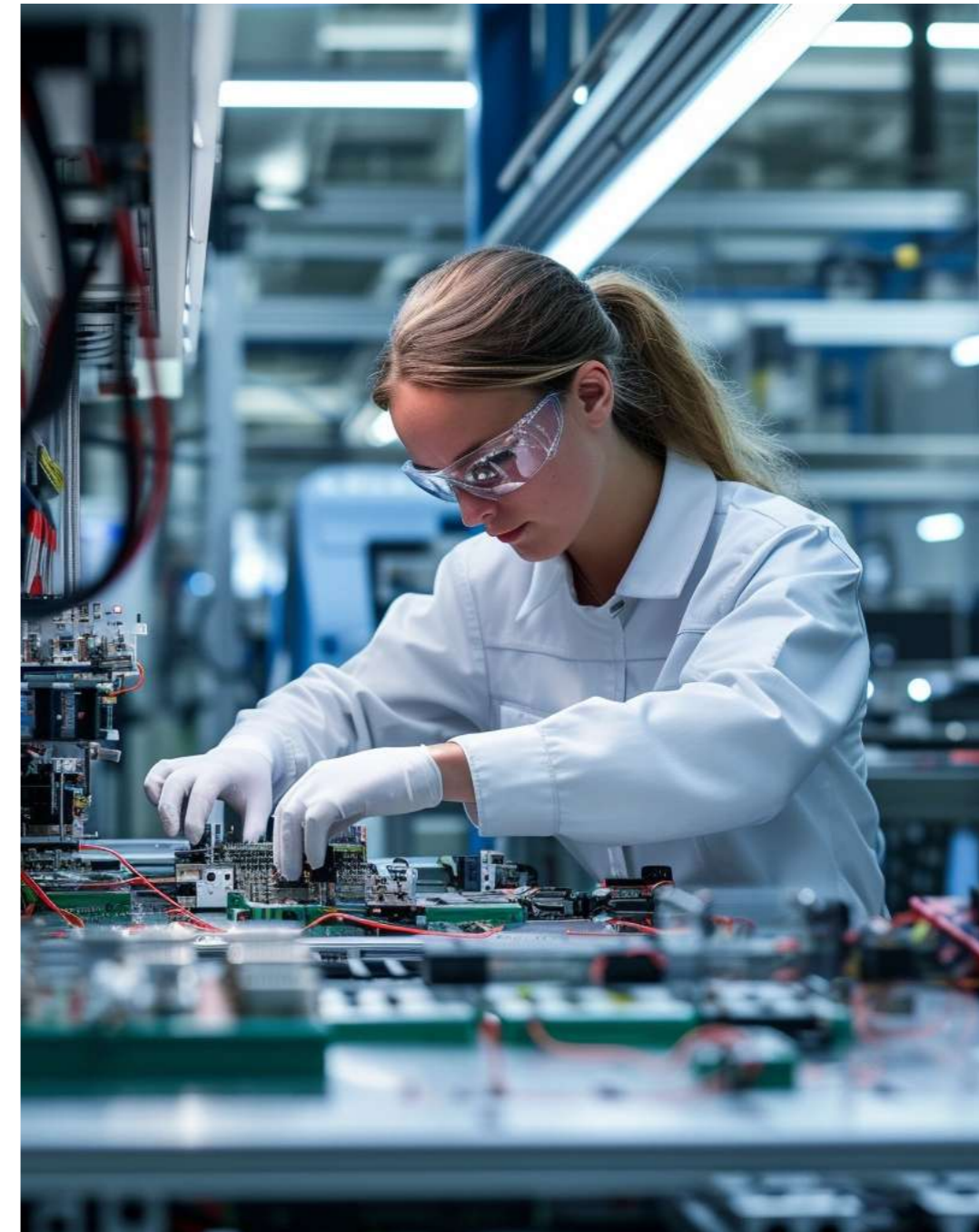
The manufacturer assigns a repairability index score based on five criteria:

- **Documentation:** the quality and availability of technical documentation to help repair products.
- **Disassemblability:** the ease with which a product can be disassembled to gain access to components or parts that need replacing.
- **Availability of spare parts:** how easy it is to obtain the spare parts needed to repair the product.
- **Price of spare parts:** how much spare parts cost.
- **Specific criteria:** product-specific criteria including software updates, how helpful the website is, any hotlines, etc.

Each factor is assigned a score, and the overall repairability score is calculated based on these individual ratings.



According to these criteria, **73%** of our lighting fixtures, among which our most renowned flagship ranges like CAPITAL and PARADE L, reach the highest repairability scores:



ENVIRONMENTAL FRIENDLY ATTITUDES

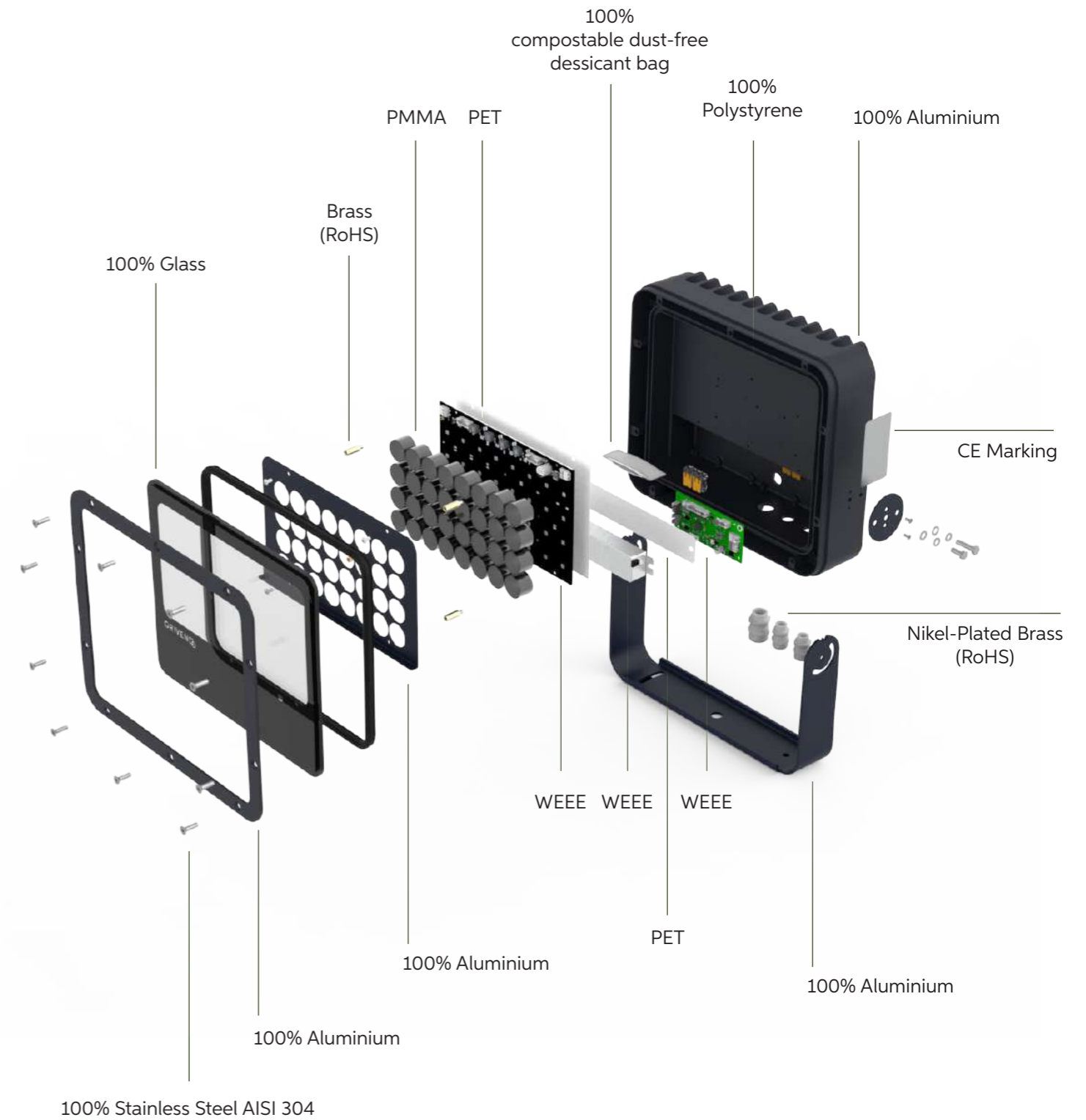
**DISASSEMBLABILITY**

Disassemblability refers to the ease with which a lighting fixture can be taken apart into its constituent parts. This characteristic is crucial for several reasons. Firstly, it facilitates maintenance and repair, allowing components to be accessed and replaced with minimal effort. This not only extends the lifespan of the fixture but also reduces the need for frequent replacements, thereby cutting down on waste. Furthermore, disassemblability plays a significant role in recycling and resource recovery and aligns with the principles of circular economy and sustainable design. By dismantling fixtures into separate materials such as metal, plastic, and glass, these components can be more effectively recycled or repurposed at the end of their life cycle. This not only conserves valuable resources but also reduces the environmental footprint associated with manufacturing new materials.

As we are focusing on sustainable design practice, our scores are gradually increasing:

- 16%** OF OUR LIGHTING FIXTURES ARE **100%** DISASSEMBLABLE
- 36%** OF OUR LIGHTING FIXTURES ARE **90%** DISASSEMBLABLE
- 20%** OF OUR LIGHTING FIXTURES ARE **80%** DISASSEMBLABLE

**CAPITAL SERIES**  
100% DISASSEMBLABLE



# Overview

**100%** RENEWABLE ENERGY

**16%** OF OUR LIGHTING FIXTURES ARE **100%** DISASSEMBLABLE

**370** KG OF RECYCLED ALUMINIUM WASTE

**2000** KG OF RECYCLED PAPER

**180** KG OF RECYCLED IRON WASTE

**90%** RECYCLABLE WASTE

**36%** OF OUR LIGHTING FIXTURES ARE **90%** DISASSEMBLABLE

**89%** OF TOTAL PURCHASES FROM ITALIAN PROVIDERS

**20%** OF OUR LIGHTING FIXTURES ARE **80%** DISASSEMBLABLE

**500** sqm SOLAR PANEL PLANT

**88%** OF THE ITALIAN PROVIDERS ARE LOCATED WITHIN A **150** KM RADIUS

**0%** DANGEROUS WATER LEAKS

**100%** PACKAGING FROM OVER **90%** RECYCLED MATERIALS

**0%** DANGEROUS EMISSIONS

**10%** OF WASTE DESTINED FOR DISPOSAL

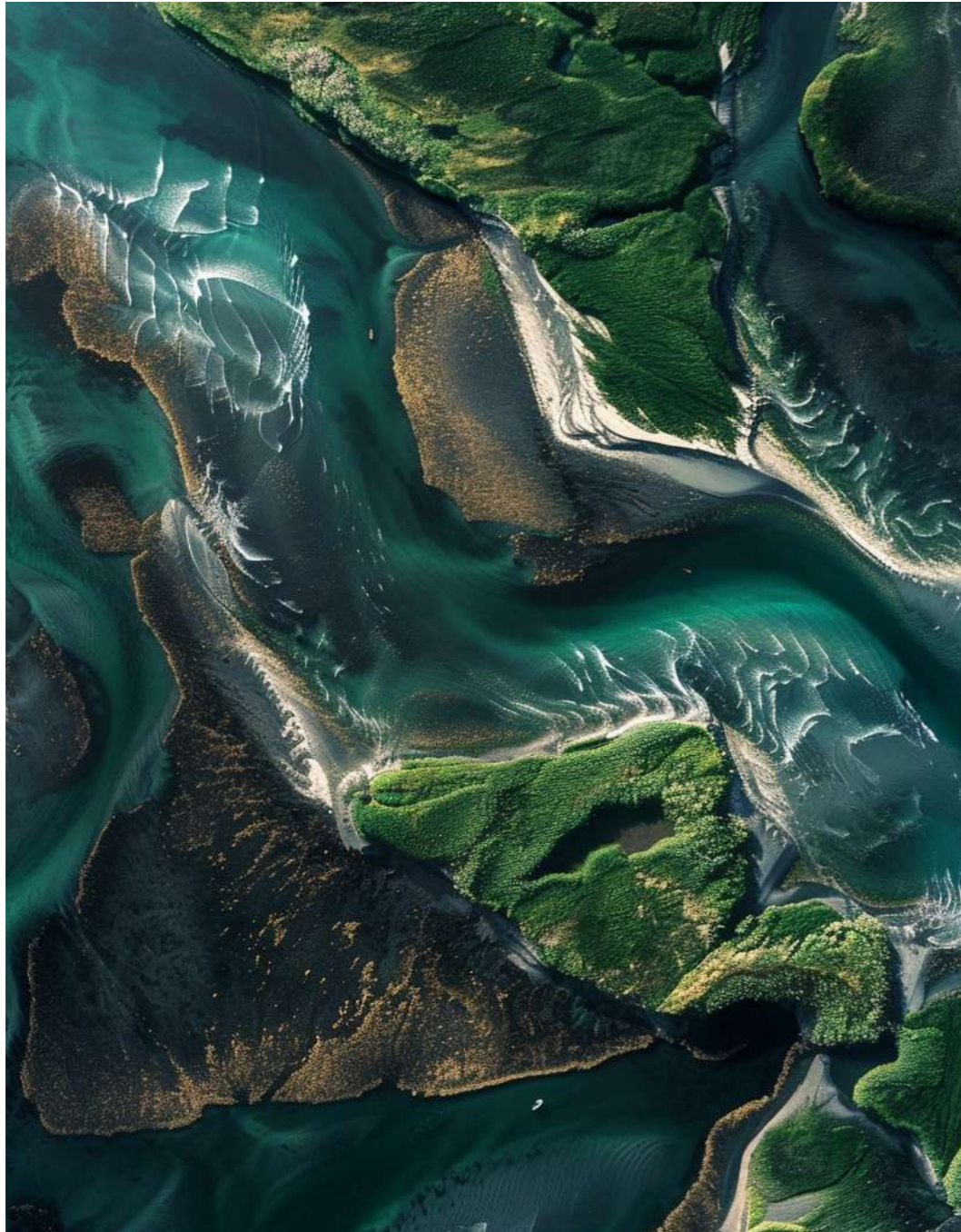
**100%** MADE IN ITALY PRODUCT MANUFACTURING

**100%** MOON SERIES IN CLASS C (4000K) or CLASS D (3000K)



# IMPROVEMENT ACTIONS





## IMPROVEMENT ACTIONS

In a rapidly evolving world where environmental concerns are paramount, the significance of concrete improvement actions within a global sustainability plan, such as ours, cannot be overstated. These actions serve as catalysts for meaningful change, not only within the organization but across the entire industry. By committing to sustainability, we not only meet regulatory requirements but set a precedent for innovation and leadership. Through our proactive approach, we aim to inspire others to follow suit, ultimately shaping a future where sustainable practices are the norm, ensuring a healthier planet for generations to come. In the next pages, we will share our ideas, our ambitious plans for present and future improvement actions, our schedule of sustainable activities, which will be a guiding light for all of us for the next years.

## CERTIFICATION PROGRAMME

We are committed to implementing a comprehensive strategy that encompasses various vital certifications aimed at enhancing our sustainability, social responsibility, and overall organizational performance.

Our plan involves a gradual introduction and adoption of several key certifications to reinforce our commitment to these crucial areas:

|  |
|--|
| <b>2024</b>  |
| <b>UNI PDR 125:2022 – Gender equality</b>                |
| <b>CBSE TM65 – Embodied carbon in building service</b>   |
| <b>2025</b>  |
| <b>CBSE TM66 --Circular economy</b>                      |
| <b>ESG 360 - Environmental, Social, Governance</b>       |
| <b>ITALYX - Certified Italian Excellence</b>             |
| <b>2026</b>  |
| <b>SGDs – Sustainable development goals (ONU)</b>        |
| <b>ISO 14025 – EPD environmental product declaration</b> |
| <b>ISO14040</b>  |
| <b>LCA Life cycle assessment.</b>                        |

## CERTIFICATION PROGRAMME IN DETAIL

### **UNI PDR 125:2022 – Gender equality**

This certification focuses on promoting and achieving gender equality within our organizational framework. It aims to transform our corporate culture by advocating for equality, diversity, and inclusivity in all facets of our operations.

### **CBSE TM65 – Embodied carbon in building service**

Addressing the environmental impact of our building services, this certification helps us measure and reduce embodied carbon, contributing to sustainable practices in our construction and service-related activities.

### **CBSE TM66 – Circular economy**

Embracing the principles of a circular economy, this certification guides us toward minimizing waste, maximizing resource efficiency, and promoting sustainable product lifecycles within our operations.

### **ITALYX - Certified Italian Excellence**

The ITALYX certification recognizes, attributes value, and provides visibility to businesses that embody and represent the values of Italian culture: pursuit of quality, style, attention to detail, and creativity promoting the development of Italian production chains and their competitiveness.

### **ESG 360 - Environmental, Social, Governance**

This certification provides a holistic framework for assessing and enhancing our Environmental, Social, and Governance practices, ensuring we align with ethical and sustainable standards

SGDs - Sustainable Development Goals (UN)

### **SGDs – Sustainable development goals (ONU)**

Aligning with the United Nations' Sustainable Development Goals, we aim to incorporate these global objectives into our strategies, contributing positively to societal and environmental progress.

### **ISO 14025 – EPD environmental product declaration**

### **ISO 14040 – LCA Life cycle assessment**

These certifications enable us to measure the environmental impact of our products through comprehensive life cycle assessments and develop environmental product declarations to communicate their sustainability aspects effectively.

## IMPROVEMENT OF REPAIRABILITY INDEX

As shown previously, some of our product series already display the highest repairability index, while others are very close to achieving it. Our target for the next two years is to **improve the repairability index** of all product series that score below 8 out of 10.

This will involve implementing all necessary modifications in the production process and component purchases to help us reach this important milestone.

## RECYCLING TOGETHER

To enhance our dedication to sustainability and advance our proactive role in fostering a circular economy, we are implementing a **new recycling system** with the support of our global customers. One of our primary goals is to recover a minimum of 80% of the raw materials from our discontinued products and achieve 100% recycling of these components within 2035. We are currently assessing the feasibility and procedures for implementing this approach, which we are confident will soon become an established habit.

## NIGHT LIGHT PROJECT

Light pollution alters natural levels of nighttime light for humans, animals, and plants, resulting in negative consequences on biodiversity. This alteration compromises the migratory, nocturnal, and reproductive activities of animals, ultimately leading to the decimation of insects and pollinators. These creatures are fatally attracted to increasingly powerful light sources, often devoid of any shielding.

Through the **NIGHT LIGHT research project**, we aim to craft environmentally mindful lighting that respects the nocturnal ecosystem. Specifically, we consider the nocturnal pollinators like moths, which, akin to bees in daylight, play a crucial role in pollination during nighttime hours.

Our methodology involves deploying installations in specific areas of interest identified and monitored by research entities. Leveraging our products equipped with advanced multi-coloured LED technology and adeptly manipulating the intensity of distinct light channels, our aim is to identify the precise chromaticity or range of nanometers that do not interfere with the behaviour of nocturnal insects.

Once we identify the optimal light spectrum for projection, determining the operational hours throughout the night and the appropriate levels of illumination becomes paramount. This necessitates a delicate equilibrium between providing adequate light for intended purposes while minimizing disruption to the natural activities of nocturnal insects.

## MOBILITY PLAN

Our forthcoming mobility plan heralds a transformative shift towards a sustainable future. At the forefront of this imminent initiative is the phased integration of company hybrid vans and trucks, whereas we can already rely on hybrid cars. Embracing the evolution of transportation, we confirm our dedication to reducing carbon footprints and reliance on fossil fuels by always embracing the latest mobility technology.

## GREEN DAY 2024

We think that adopting and consistently practicing tangible initiatives can significantly strengthen your company's commitment to sustainability while positively impacting the environment and the community.

We are therefore planning to concretise our ideas in 2024 participating in local community involved activities and partnerships:

- Engage in local sustainability projects or volunteer initiatives
- Partner with environmental organizations for joint initiatives
- Sponsor or participate in community clean-up events

## SUPPORTING TELETHON

We have joined the many companies that, by supporting the Telethon research organisation, choose to be socially responsible. Like us, they believe in the importance of research, merit, and innovation. Today, more than ever, scientific research has proved to be everyone's heritage, confirming that social responsibility is an essential value for sustainable and conscious growth. That is why we decided to support a charity that aims to transform the results of excellent scientific research, selected and supported over time, into drugs and cures available to all patients worldwide.

## ADOPT A TREE

Our "Adopt a Tree" initiative exemplifies sustainability by promoting environmental conservation, community involvement, and education, ultimately contributing to a greener, more resilient future for generations to come.

In 2024 we will become "supporting member" of the Italian no-profit association BIOFOREST. They will help us concretely reduce our environmental impact by rebalancing the renewable raw materials taken from the environment. According to their reforestation projects, we will help them plant as many trees as needed to transform the carbon dioxide emitted by our activities and production into oxygen. Be aware: one hectare of forest transforms 6000 kg of CO2 annually, produces 4600 kg of oxygen, and yields several quintals of wood.



## ADOPT A PET

In Italy, every year, 50 thousand dogs and 80 thousand cats are abandoned, adding to the number of strays, which amounts to approximately 900,000. Abandoned pets deserve a better life, as well as an opportunity to be adopted and bring joy into people's lives. We are now selecting associations involved in animal care activities, which we will make a donation to in order to consistently improve abandoned animals' life conditions.

## CORPORATE FAMILY DAY

Corporate family day events offer a valuable opportunity for employees to connect with their families, while also serving as a means for companies to express gratitude towards their workforce, contributing to the creation of a deep-rooted positive corporate culture. Recognizing the importance of this topic, we are planning a Corporate Family Day initiative for 2024. Through this special event, we aspire not only to foster a sense of togetherness among our employees and their families but also to educate and engage the younger generation in understanding the importance of sustainable practices. By showcasing our dedication to environmental commitment through interactive workshops, educational activities, and demonstrations focused on sustainability, we hope to inspire and empower the youth to become advocates for a greener future.

## HUMAN-CENTRIC WORKING SPACES

In our vision for the next 5 to 10 years, we're committed to creating new spaces focused on enhancing the wellbeing of our employees. This includes:

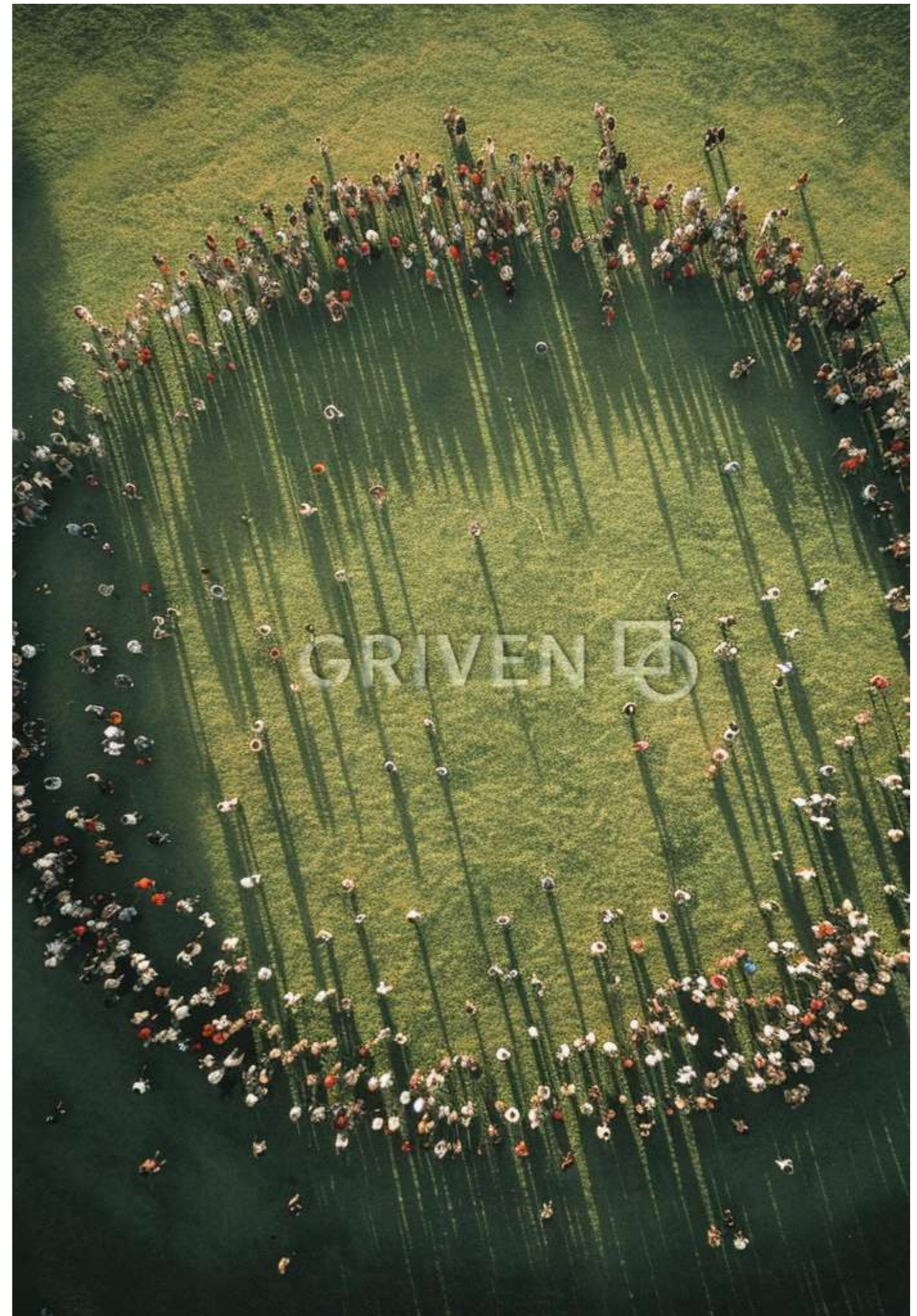
- A spacious, shaded garden for relaxation
- A serene green area furnished with comfortable seating for enjoyable lunch breaks during the warmer seasons
- Modern, ergonomic office spaces designed to support productivity and comfort for all staff members of the technical department
- A new indoor canteen to cater to dining needs
- An exterior showroom to showcase our offerings
- Gym facilities accessible to all employees for promoting health and wellness.

## GETTING READY FOR THE EU DIGITAL PRODUCT PASSPORT

Global legislative requirements are mandating a higher level of transparency in product data across the retail industry. The EU's Digital Product Passport (DPP) legislation will revolutionise how the industry gathers and shares product data throughout the value chain, significantly impacting commerce overall. It is therefore crucial to prepare for DPP requirements, currently affecting select industries such as textiles, electronic devices, construction, plastics, automobile, and chemicals, as they will soon extend to all market categories.

To enable sharing of key product related information that are essential for products' sustainability and circularity allows a rapid transition to circular economy, boosting material and energy efficiency, extending products lifetimes and optimizing products design, manufacturing, use and end of life handling besides helping consumers in making sustainable choices.

We are therefore already outlining our strategy and defining a planning in order to anticipate the official regulations empowerment.



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