

The background of the cover is a photograph of a large, modern industrial building with a curved roof and large windows. The building is light-colored and has the word 'COLOROBbia' written on its facade. In front of the building is a green lawn with several large, leafy trees. A white van with the 'COLOROBbia' logo is parked on the right side of the building. The sky is blue with some light clouds. A white diagonal shape is on the left side of the cover, containing the title text.

SUSTAINABILITY REPORT 2022

COLOROBbia®

COLOROBRIA®

One **Brand** Infinite **Solutions**

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1.About us: Colorobbia Italy

“

Our DNA boasts an innate drive towards research and innovation, making the most of our internal resources.

This, together with vast natural and technological resources, unparalleled know-how and wide offer, has made us a dynamic partner, capable of providing a global service also in consulting on raw materials, semi-finished products and advanced decoration techniques. After a century of history, we are even more future-oriented. Our growth path now also involves the development of new partnerships in the most dynamic markets. At the same time, a contribution to building an increasingly solid future can come from the new generation of our family, the fourth one, who has already joined the management of the Group.

”

Marco Bitossi
Chairman of the Colorobbia Group

1.1 Our Industrial Group: history and tradition

Colorobbia Italia is one of the leading companies of the **Colorobbia Group**, specialising in the production and distribution of raw materials and semi-finished products for the ceramic and glass industry. Its historical headquarters are located in the municipality of Vinci, in the heart of Tuscany.

The Colorobbia Group has always invested in its own development, offering its customers high-quality innovative services and solutions.

The synergies within the group make it a global company with a strong local presence and oriented towards the real needs of our customers. Great experience in the sector and a know-how gained over the decades have brought Colorobbia Italia to a level of absolute excellence in the development of industrial ceramics.

Technology and **human resources** are the two cornerstones that have always constituted its strength.



Investing in the research and internationalisation of production forces has led the company to establish itself as a leading player on the market, positioning itself as a fundamental condition for the constant upgrading of its vehicles.

A story of passion for ceramics:

Led since its origins by the Bitossi family, the Colorobbia Group can be considered a true high-tech pioneer in the global ceramic industry. The family's roots date back to 1536 in the Tuscan town of Montelupo Fiorentino where the Bitossi family worked as bakers, modellers, sculptors and potters.

In **1921** Guido Bitossi opened his factory in Montelupo Fiorentino under the name of Maioliche Artistiche Guido Bitossi.

Despite the war, after his untimely death, his four children reorganised and continued the business.

One of them, Vittoriano, took the reins in 1942, starting the production of land and enamels first for domestic consumption and then for foreign trade, leading to the colour factory called first "Della Robbia", then Colorobbia.

The company has expanded globally for over eight decades.



Photo of the historic headquarters of the "Maioliche Artistiche Guido Bitossi" factory

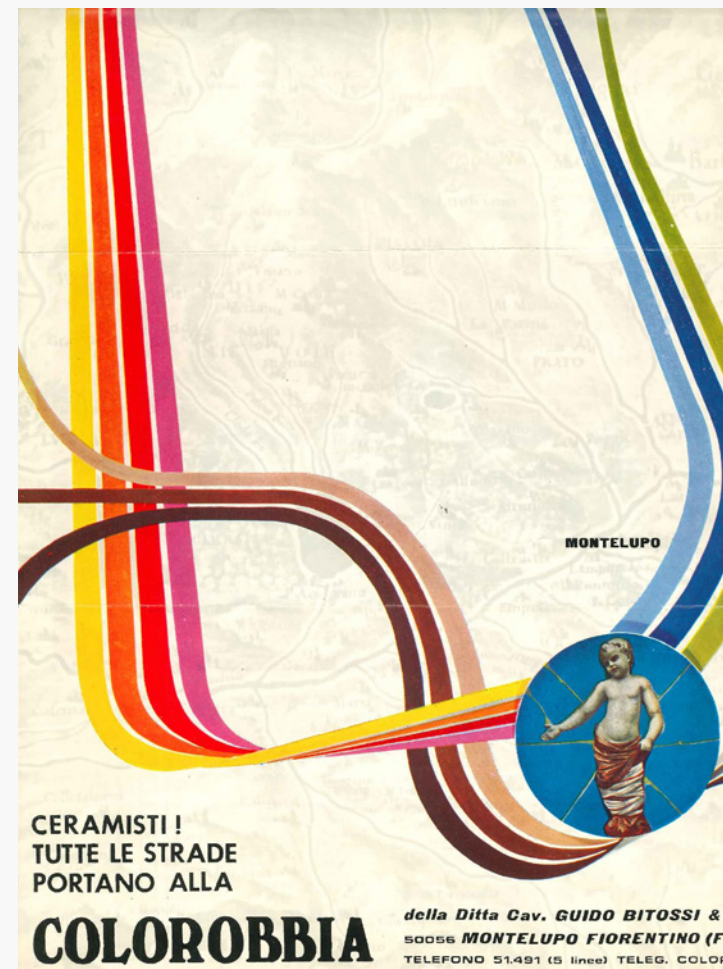


Historical Photo - Vittoriano Bitossi in his office

It all began in a territory, MonteLupo Fiorentino, which had been producing glazed ceramics since the thirteenth century; from a family, the Bitossi, who have worked in this territory for generations with dedication and passion for the ceramic tradition, giving life to an excellent production in Italian artistic craftsmanship.

One hundred years
later...

The Colorobbia Group
feels even stronger the
value of tradition, in-
vesting in research and
in the future of the new
generations.



Historical Advertising



New Logistics Centre - Colorobbia Spain, Vilafamés



Collectio - Vietnam



Colorobbia Mexico, Monterrey headquarters



Plants - Colorobbia Italy

The Colorobbia Group provides a wide range of industrial products, including frits, pigments, enamels, digital inks, precious materials for decoration, porcelain enamels, grinding bodies, mattifiers, technical ceramics, lead oxide and glass products. The proposed solutions are able to cover the entire production process of each industrial ceramic sector, while at the same time boasting control over the supply of certain minerals such as zirconium and the processing and production of boric products.

From 1921 to the present

19 Countries 31 Companies

More than 2000 employees
More than € 800 MLN turnover

To date, the Colorobbia Group holds 13% of the shares of the international ceramic market.

RELIABILITY
WORLDWIDE
SERVICE
RESEARCH
SAFETY
EXTENSIVE
KNOW-HOW
PASSION



1921

. Manifattura Ceramica Cav. G. Bitossi & Figli, now Bitossi Ceramiche in Montelupo Fiorentino (Fi), is born.

1947

. Colorobbia Colorificio Ceramico is born in Montelupo Fiorentino (Fi).

1955-60

. Colorobbia begins the production of liquid gold and lustres for the decoration of ceramics, porcelain and glass in Montelupo Fiorentino (Fi).

1968

. Colorobbia Italia (ceramic glaze company) and Industrie Bitossi is born in Sovigliana Vinci (Fi) (production of zirconium silicates).

1970

. The business headquarters and warehouse of Colorobbia is established in Fiorano Modenese (MO).

1977

. Start of the production activity of Colorobbia Brasil.

1983-85

. Colorobbia Portugal is born, the mining activity of Inkabor (Peru) begins and the production activity of Colorobbia in Fiorano Modenese (Mo) begins.

1988-89

Colorobbia España is born, the mining activity in Italy begins with Eurit and Industrie Bitossi is born Mineral Sanayi (Turkey), Colorobbia Taiwan and Colorobbia Thailand.

1993

. Mariter enters the group, for integrated logistics services, with land terminal in the port of Livorno.

1998

. Minerals 2000 in Spain, production and marketing of raw materials.

2000

. New production sites of Industrie Bitossi and Colorobbia in Montelupo Fiorentino (FI), Colorobbia Indonesia and Colorobbia Nordeste (Brazil) are born.

2001-02

. Colorobbia China, Ceramic Services (Rep. Czech Republic) and Colorobbia Mexico are born.

2004

. Colorobbia East Europe (Russia) is born.

2005

. Colorobbia Polska (Poland) and Industrie Bitossi Guangzhou (China) are born.

2012

. Colorobbia Chemicals (India) is born.

2013

. Colorobbia Middle East (UAE) is born.

2014

. Inkabor Bolivia is born.

2015

. Colorobbia Ege (Turkey) is born.

2016

Colorobbia USA is born.

2017

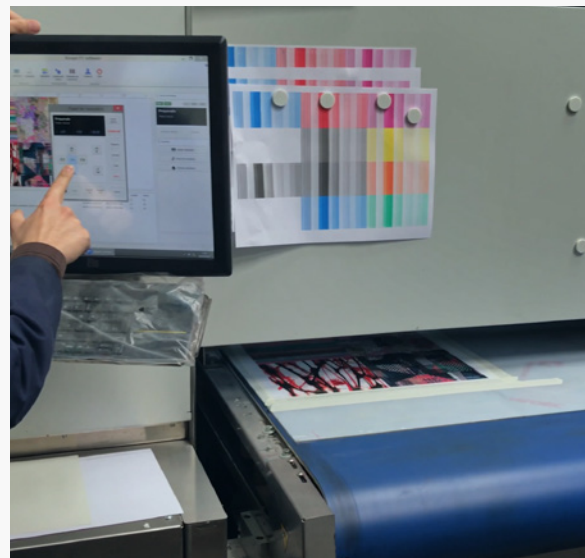
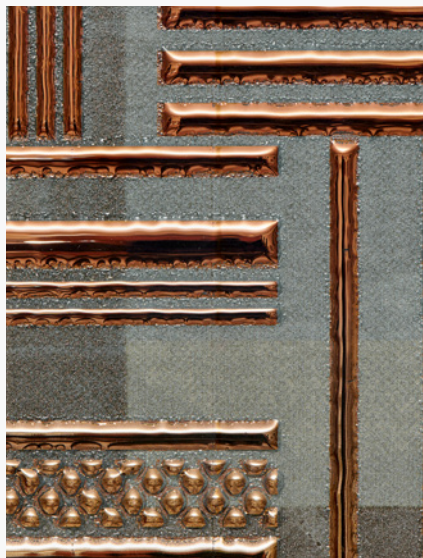
Colorobbia Vietnam is born.

2021

Colorobbia Africa Pty Ltd. is born.



From here on, the expansion will be unstoppable, taking this entrepreneurial story beyond national borders, an all-Italian success that carries on the great dream of its founder.



Since its foundation, Colorobbia has adopted a philosophy that respects environmental sustainability, faithfully following the guidelines of the countries in which the company operates.

Its approach covers all stages of production, from saving energy and materials to collecting and treating industrial water, recovering raw materials and reducing atmospheric emissions. The energy is recovered thanks to a cogeneration system that allows the production of electricity used inside offices and warehouses.

The company's ethics extend to the well-being of the workers of Colorobbia, a principle that has always been at the heart of founder Vittoriano Bitossi, with optimal working conditions and safety of plants and company sites.

Protective devices, environmental action and transport of raw materials are adopted, which are carefully evaluated, as well as all suppliers are subject to verification procedures to ensure high standards of quality and safety.



“

I think the biggest asset of a company is people.

It is through them, their commitment and their preparation that a company generates wealth for the territory in which it operates and creates prospects for the future.

”

Knight of Labour
Vittoriano Bitossi

1.2 Our business

Colorobbia Italia is a company specialised in the production and supply of raw materials and semi-finished products for various target sectors.

The company consists of seven Divisions:

- 1. Industrial Ceramics Division;
- 2. Porcelain Enamels Division;
- 3. Lead Oxides Division;
- 4. Ground enamels and Colours Division - Specialties;
- 5. Precious Metals Division;
- 6. Impasti Division;
- 7. Division Art.

Industrial Ceramics

Although operating in various target sectors, the main target market is the ceramic tile industry. Colorobbia Italia S.p.A. has in fact accompanied, since its origins, the great development of the production of ceramic tiles both for coating and flooring, playing an irreplaceable leading role. The division is essentially involved in the production of Ceramic Frits, Ceramic Enamels, Granules, Pigments, Digital Inks.

Porcelain Enamels

The Porcelain Enamels Division deals with the development, production and sale of a wide range of materials for the appliance industry, barbecues, boilers and water heaters, bathtubs and other sectors that require the glazing of substrates such as steel and cast iron, including technical applications in power plants and heat exchangers. Porcelain enamels are composed of frits obtained from the mixing of inorganic oxides, oxidising substances and other chemical agents that are added according to the requirements to be given to the glass. The division deals with the production of frits, compounds, RTUs, and electrostatic powders.

Lead Oxides

The Lead Oxides Division produces a wide range of products obtained from the oxidation of lead in liquid and solid form. Red lead oxide, called minium, is used in glassware to give glass transparency and shine, in lead acid batteries for electro-chemical exchange between the poles, and in the production of ceramics to promote the fusibility and shine of glass.

Ground Glazes and Colours - Specialties

The Ground Glazes and Colours Division - Specialties offers an extensive range of glazes and colours suitable for the production of industrial, traditional artistic ceramics, furnishing accessories and tableware.

The company also produces a range of glazes for tiles and bricks that allow effects of great aesthetic impact for the coverage of houses located in historic centres or of artistic interest but above all suitable for the industrial building market; in addition to a series of products for the glazing of bricks that allow to obtain effects very close to what happens in nature to these materials through exposure to atmospheric agents.

Finally, the Division also deals with the production of decoration colours, that is, colours with high fusibility that allow the aesthetic enrichment of finished ceramics (plates, sanitary ware, furnishing ceramics and accessories), as well as a wide range of products suitable for the colouring of glass grit.



Precious Metals

The Precious Metals Division of Colorobbia Italia, also known as Aurobit, offers a wide range of products based on precious metals, such as gold, platinum, palladium and rhodium, used for the artistic and industrial decoration of glass, ceramics and porcelain.

These products consist of metal films that, following a heat treatment, closely adhere to the surface of the product, allowing different shades and effects to be obtained.

The products are available in liquid form or as screen-printing pastes, in thermoplastic form in order to adapt to the various traditional and digital application techniques.



Doughs

The Dough Division offers a wide range of ceramic doughs in plastic and dry form, red clays and white clays, suitable for the production of various ceramic products. These doughs are available in different consistencies to adapt to the different needs of customers and the processing, such as lathe, press or moulds.

Art

The Colorobbia Art range is dedicated to the needs of fans of ceramic art, Ceramic Studios, Belle Arti and PYOP (paint your own pottery).

Enamels and colours are in a "ready to use" form so as to be easy to use for hobbyists and ceramic professions. The range also includes ovens of various sizes and small tools for modelling.



Our factories

The Company's activities are carried out in 3 plants:

- *Sovigliana plant (Vinci):*

The Sovigliana-Vinci plant mainly produces porcelain enamels (products for enamelling metal surfaces) and Lead Oxide.

In addition, pigments are produced in addition to the mixing and dilution of inks for digital decoration, used in the mainly national ceramic industry.

The Ce.Ri.Col laboratory (Centro Ricerche Colorobbia), owned by Colorobbia Consulting, is also located in this plant, where analysis and research services are offered to group and non-group companies.

- *Plant in Montelupo Fiorentino (Florence):*

It deals with the production of Enamels and Colours, Art, Doughs and Precious Metals. Montelupo Fiorentino is also home to the School of Ceramics and the Vittoriano Bitossi Foundation.

The **Grinding department** produces enamels, crystals, and other products for the decoration and coating of ceramics, using raw materials such as glass, natural rocks, clays, inorganic pigments and colouring oxides.

The grinding method can be wet or dry.

Semi-finished products can be stuffed or eniled and destined for subsequent uses.

The **Terraglia department**, on the other hand, produces compact clay loaves and coarse pellets of clayey material, using clays and natural rocks. The finished products are stored in a dedicated area.

The **Aurobit department** produces collodes and paints for third firing based on precious and non-precious metals. The raw materials are natural essences and resins, artificial resins, additives, organic solvents, precious and non-precious metal salts and precious metals. Colloidal metal-organic suspensions and organic solutions are produced, which are mixed and filtered.

- *Plant in Fiorano Modenese (Modena):*

It deals with the production of industrial ceramics (in particular frits, grits and compounds) and has a research and assistance laboratory for the ceramic district. In the premises used as a laboratory/technology centre, research and customer service activities are carried out both for Italy and abroad for the industrial ceramic sector.



Fiorano Modenese plant

1.3 The governance model

The governance of the company is composed of the **Board of Directors** and the **Statutory Auditors**.

The Board of Directors is the governing body vested with the broadest powers of ordinary and extraordinary administration, except as reserved by law or by statute to the **Shareholders' Meeting**.

The Board of Directors consists of 3 members.
There are no external independent members.

Composition of the Board of Directors as at 31.12.2022	
Name	Position
Marco Bitossi	Chairman and Chief Executive Officer
Loriano Bocini	Deputy Chairman and Managing Director
Elia Bitossi	Managing Director

The **Board of Directors** is responsible for defining sustainability objectives, approving the **Code of Ethics**, defining the **company's mission** and **key values**, as well as strategies and policies for **achieving sustainability objectives**.

The Board of Directors also validates the **materiality analysis and the Sustainability Report**.

The Board of Directors carries out audits on the results during the preparation of the Sustainability Report, maintaining a constant focus on assessing the impact of new activities and initiatives on the company's sustainability.

The Board of Directors has also gained specific knowledge on sustainability issues during the development of the individual career paths of its members and during the projects carried out in this area over the years by the Company.

The **Board of Statutory Auditors** has the task of overseeing compliance with the law and the Articles of Association, compliance with the principles of proper administration and the adequacy of the organisational, administrative and accounting structure implemented by the company and its concrete functioning.

The Board of Statutory Auditors is composed of 3 standing auditors and 2 alternate auditors.

Composition of the Board of Statutory Auditors as at 31.12.2022	
Name	Position
Deborah Sassorossi	Chairman of the Board of Statutory Auditors
Alberto Fraschetti	Standing Auditor
Michela Bartalesi	Standing Auditor
Neddo Baldini	Alternate Auditor
Gianna Guttadauro	Alternate Auditor



To effectively oversee the management of **ESG impact**, a dedicated structure of delegations to department directors or professional employees has been implemented for the management of sustainability aspects.

The frequency with which these subjects are required to report to the General Manager of the company and/or the Board of Directors is not strictly scheduled, but occurs with a certain frequency or if necessary to bring to attention facts, events or issues in general.

No significant critical issues related to the reporting year were reported.

Company policies and impact management

The company's commitments in terms of policies for responsible business conduct, including the commitment to respect human rights, are mainly described in the **Code of Ethics** and the **Quality Policy** both published on our website.

The management of impacts is guaranteed by established complaint procedures, whose mechanisms allow stakeholders to express their concerns and request a remedy for the potential and actual negative impacts that the organisation generates against them.

• Code of Ethics

The Code of Ethics of Colorobbia Italia S.p.a. brings together the values, principles, and rules of the activities and focuses on the dignity of workers, customers, suppliers, and the community as a whole. We have defined objectives and commitments to ensure equal dignity and respect at work, overcome gender stereotypes, ensure fair treatment in professional life and enhance human resources.

In addition, we are committed to promoting the reconciliation of work and private life, to complying with current regulations in terms of accident prevention and hygiene in the workplace and to continuously improving organisational systems. We also intend to protect consumers and contribute to the well-being of the community in which we operate, in addition to committing to sustainable development, by adopting innovative and eco-efficient technologies.

The Code of Ethics is a document that provides guidelines and suggestions for the company's staff to behave in a moral and respectful manner. It defines the principles of loyalty, respect for the law, collaboration to prevent crimes, respect for the interests of each subject and human dignity.

The Code codifies the **principles of legitimacy, loyalty and transparency** to which all the subjects of the company must adhere. The Code also provides the modalities for the sanction in case of violation, and applies to all management members, employees, external collaborators and suppliers involved in relations with the company.

The Code of Ethics is disseminated to the Recipients through various initiatives to propagate and make known the principles and values that must be complied with.

We are committed to promote adequate knowledge of the Code itself by disseminating it through appropriate communication and awareness-raising activities in order to align the behaviour of employees with the ethical and moral values contained therein.

- *Company Policy and Impact Management*

Colorobbia Italia S.p.A. has decided to adopt an **integrated company policy**, which covers the organisational aspects of work, as well as those of quality, environment and safety. The policies are periodically reviewed by the Management, with the support of the **System Manager** to ensure their appropriateness with respect to business developments and the risks and opportunities defined.

UNI EN ISO 9001:2015

Over the years, Colorobbia Italia has implemented a quality management system for porcelain enamels and lead oxides processes in accordance with UNI EN ISO 9001:2015 with the aim of guaranteeing a high quality standard of its products, the professional excellence of its employees and customer satisfaction by providing solutions adapted to their needs.

Colorobbia Italia believes that caring for the environment is a value to be pursued constantly and therefore has adopted an environmental management system, currently not certified, with the commitment to ensure compliance and continuous compliance with the applicable legislative requirements, the continuous improvement of its performance and the prevention of pollution.



In addition, the plant located in Sovigliana Vinci adopts safety management systems pursuant to **D.lgs 105/15**, aware that hazardous substances are present in its plants in higher threshold as pollutants for the environment (CAT. E1) and which by their nature fall on companies at risk of major accidents.

The System is managed through internal procedures and an organisational structure that ensures the improvement of both products and processes. The Company Management has defined its strategic objectives taking into account the internal and external context factors that influence the ability to obtain the expected results from the system, has established the stakeholders that influence the company's ability to provide products and services, for compliance with the implicit, explicit and mandatory requirements and ensures constant review.

Documents indicated have been drawn up by the department/process managers, verified by the **System Manager** and approved by **Company Management**, are publi-

shed either on the company's intranet network (employees and internal staff) or on the website (customers and suppliers) depending on their purpose.

Colorobbia Italia S.p.A. promotes a sense of responsibility among employees, provides continuous training to employees through transversal training plans and for topics related to the commitments made in company policies, raises awareness among internal staff and suppliers who play a significant role and guarantees the direct participation of the Company Management in the definition of strategies and their review.

The continuous improvement of the company's performance is pursued through the documentation of data, the analysis of risks and opportunities, the optimisation of resources, the execution of the review and audit, to verify the maintenance of the system.

The company presents improvement plans to prevent, control and reduce negative im-

pacts of any nature, through the collection of observations, non-conformities and complaints.

Inputs to this system come from reports arising from periodic inspections by the **Health and Safety Officer**, the **Medical Officer** and **RLS** or emergency tests, internal or third-party audits, reports from customers, accidents/injuries in the field of safety and the environment, near misses, mandatory requirements from regulatory bodies and specific assessments.

The resulting actions, in the form of non-conformities or improvement actions, are managed through the improvement plan tool and periodically reviewed together with the Management.

Commitments in terms of policies are transmitted to workers through various internal communication tools such as specific meetings, meeting notes, email, and internal communications to manage safety, health, the environment and work problems.

Direct reports from workers can be made anonymously and autonomously through the company intranet portal or e-mail with a generic user, which the company has made available to its workers.

Reports are handled with the utmost confidentiality by the **Human Resources Department and/or the HSE Manager** depending on the type.

Customer complaints relating to the quality of the service or product provided are analysed by the **Quality Management System Manager**, in agreement with the figures involved in the dynamics of the event and tracking within the company management system.

Similarly, accidents and near misses are analysed by the internal HSE service, through the **Incident or near miss report tool**, with reconstruction of the incident, interviews with stakeholders and research into the causes.

In 2022, no cases of non-compliance with significant laws and regulations were identified.

Letter to Stakeholder

Dear Stakeholder...

Sustainability is a key value of Colorobbia's company culture, around which we intend to concretely pursue a concept of sustainable chemistry, aligning industrial and economic objectives with climate and social ones.

Over the last five years, we have invested in technological solutions aimed at reducing energy consumption, improving the efficiency of production plants, reducing the environmental impact and ensuring the safety of our colleagues in the workplace.

In 2022, for example, we carried out the complete revamping of the Sovigliana plant's photovoltaic system, with the installation of new high-performance systems. In addition to this, we have made the consumption of melting furnaces more efficient through interventions designed to contain energy waste and activated projects to streamline production processes.

Another essential point of our sustainability plan is the circular economy, for example, this year we have carried out projects to recover products also destined for disposal and used secondary raw materials and waste.

The **Integrated Quality, Safety and Environment Management System**, through which we coordinate the entire company flow, allows us to monitor performance and safety levels and the environmental impact

of our productions and to pursue a company policy of continuous improvement.

We always put people at the centre of our vision and consider our employees a fundamental value to achieve company objectives. It is on this heritage that we continually invest, in terms of training, security and career opportunities.

To strengthen this commitment, aimed at training and continuous innovation, we have been collaborating for years with universities and technical institutes, encouraging the enrichment of the skills of our teams and laying the foundations for the professional growth of the new generations.

For the second consecutive edition, we are part of the committees of the Master of Confindustria Ceramica, with the partnership of Uni-MoRe; we have also established, with the Ceramic Center of Bologna, a three-year PhD in Civil, Chemical, Environmental and Materials Engineering, in memory of Cav. Vittoriano Bitossi (founder of the Colorobbia Group).

Colorobbia, now led by its fourth generation, has always been a great family, united, which guarantees those who are part of it to be able to grow professionally and to feel an active part of a cohesive, multicultural community, projected into the future but al-

ways authentically connected to the roots of our territory, as has happened since its birth, over 100 years ago.

The Sustainability Report is the compass that will guide us on this path towards the future. A positive and essential tool that encourages us to constantly improve in terms of governance, respect for the environment, communication with stakeholders and satisfaction of our customers.

Happy Reading



- Elia Bitossi

2. Our path to a sustainable future



2. Our path to a sustainable future

The objective of drafting our first Sustainability Report is to transparently convey to all our stakeholders the will to embark on a path towards a sustainable future close to the environment and society.

We have embarked on a new path, putting the environment, people and a more responsible business at the centre of our corporate vision

These three drivers are of fundamental importance to us and every day we are more and more committed to carrying out strategies and business plans aimed at safeguarding them and reducing our impacts.

The purpose of these financial statements is to provide an accurate, consistent and effective view of the company's sustainability initiatives and performance, while consolidating internal awareness.

To this end, we have undertaken to draw up our document in line with the **GRI Standard**, which are the most widely used and internationally recognised standards for non-financial reporting.



2.1 Materiality Analysis

Following the lines required by the standards, a materiality analysis was carried out in order to identify the environmental, social and economic impacts (**ESG**) directly or indirectly produced by our Company and along the entire value chain.

With this activity, we have identified and assessed the most sensitive impacts and issues to be reported in our Sustainability Report, trying to align company strategies with the expectations of our stakeholders. In particular, we have identified the potential or actual significant impacts, positive or negative, short or long term of the company's direct activity or produced by the commercial relations undertaken with the outside.

The purpose of the impact analysis is to identify the material issues on which this document is based.

Once the material topics related to our business have been identified, a relative GRI indicator has been associated and reported for each of them.



The materiality analysis was carried out according to the following processes

Point 1

Study of the context in which the Company operates through internal sources such as analysis of forecast trends and interviews with the various functions, and external, such as regulations, international legislative sources and sectoral studies.

Point 2

Identification of the actual impacts, i.e. the impacts that are currently occurring or in any case certain in the future, and potential, which could with a certain probability occur in the present or in the future.

Point 3

Understanding the severity, probability and significance of each impact in line with international standards: significance was established through an analysis that takes into account the severity of an impact and its probability.

For its determination, in fact, the following three aspects were taken into consideration:

- **Gravity scale (scales):** severity of the impact and the external context in which the impact occurs, including the geo-political scenarios in which the company operates.
- **Scope of application (scope):** dissemination of the impact throughout the value chain;
- **Irremediable character:** assessment of the degree of difficulty in remedying the damage generated by the impact.

The probability of potential impacts was instead assessed on qualitative and quantitative aspects based on the procedures and activities implemented within the company.

Point 4

Identified the degree of priority of the impacts: once the positive or negative impacts and the relative degrees of significance, which consider severity and probability, were identified, we proceeded in accordance with the requirements of the standards to prioritise them according to their degree of importance, to which the material issues and the GRI information to be reported were subsequently associated.

In the following list we report the 16 material issues, associated with the related GRI Disclosures, which emerged as a result of the aggregation of the material results impacts.

	Material topics	Description	Impacts	GRI Topics	GRI Indicazioni
ENVIRONMENT	Climate change	<p>Activities in the chemical sector generate direct greenhouse gas (GHG) emissions from the combustion of fossil fuels in production and cogeneration processes, as well as process emissions from chemical reactions.</p> <p>The consumption of thermal and electrical energy is a critical issue for the company's activity, being characterised by very energy-intensive processes, such as fusion or oxidation processes.</p> <p>The energy used can be generated on site, and can come from the grid or alternative energy.</p> <p>Energy consumption is also linked to the extraction of raw materials and logistics.</p>	<ul style="list-style-type: none"> • GHG emissions • Energy consumption 	<ul style="list-style-type: none"> • GRI 302: Energy • GRI 305: Emissions 	<ul style="list-style-type: none"> • 302-1: Energy consumption within the organisation • 305-1: Direct GHG emissions • 305-2: Indirect GHG emissions

	Material topics	Description	Impacts	GRI Topics	GRI Indications
ENVIRONMENT	Waste management and circular economy	<p>The production processes present in the company involve the generation of hazardous and non-hazardous waste, such as powders, aqueous suspensions, etc., which require an effective policy of disposal, recycling, recovery, biodegradation of products.</p> <p>The company's activity requires the use of semi-finished products and raw materials, including critical raw materials, whose deposits are concentrated in a few countries subject to geopolitical uncertainty and growing global demand.</p>	<ul style="list-style-type: none"> • Waste management • Consumption of raw materials 	<ul style="list-style-type: none"> • GRI 306: Waste 	<ul style="list-style-type: none"> • 306-1: Waste generation and significant waste-related impacts • 306-2: Management of significant waste-related impacts • 306-3: Waste generated • 306-4: Waste diverted from disposal • 306-5: Waste directed to disposal

	Material topics	Description	Impacts	GRI Topics	GRI indications
ENVIRONMENT	Pollution and air quality	Some of the company's production operations involve the immission of pollutants in the atmosphere, mainly in relation to the melting and cooking phases.	<ul style="list-style-type: none"> Air pollution 	<ul style="list-style-type: none"> GRI 305: Emissions 	<ul style="list-style-type: none"> 305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions
	Protection of natural resources	<p>In the chemical sector, water is the basis of several processes (cooling, processing of raw materials, etc.) and a high quantity of it can be required, leading to a depletion of the resource, all the more serious as its availability is particularly limited.</p> <p>In the company's activity, some raw materials are used which, if dispersed, can lead to pollution of the soil and groundwater.</p> <p>In this regard, for some establishments, a subject verification has been carried out with reference to these contaminations, whose</p>	<ul style="list-style-type: none"> Exploitation of water resources Soil and groundwater pollution and biodiversity alteration 	<ul style="list-style-type: none"> GRI 303: Water and effluents GRI 304: Biodiversity 	<ul style="list-style-type: none"> 303-2: Management of water discharge-related impacts 303-3: Water withdrawal 303-4: Water discharge 303-5: Water consumption 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

	Material topics	Description	Impacts	GRI Topics	GRI Indications
ENVIRONMENT	Protection of natural resources	<p>results have ascertained the negligibility of this aspect for the activity carried out by the company.</p> <p>In addition, the extraction activity upstream of the production process generates a negative impact on biodiversity.</p>	<ul style="list-style-type: none"> • Exploitation of water resources • Soil and groundwater pollution and alteration of biodiversity 	<ul style="list-style-type: none"> • GRI 303: Water and effluents • GRI 304: Biodiversity 	<ul style="list-style-type: none"> • 303-2: Management of water discharge-related impacts • 303-3: Water withdrawal • 303-4: Water discharge • 303-5: Water consumption • 304-1: Operational sites owned, leased or managed in protected areas and areas of high biodiversity value outside or close to protected areas

	Material topics	Description	Impacts	GRI Topics	GRI Indications
PEOPLE	Protection and enhancement of employees	The organisation may hinder the creation of a stimulating and attractive work environment through, for example, the use of unsustainable working hours or lack of listening, dialogue and employee involvement initiatives. In order to contribute positively to the well-being of workers, the organisation is committed to promoting the reconciliation of life and work times, through the development of company flexibility and appropriate company policies. Staff training allows employees to acquire higher-level skills. A strategic approach aimed at attracting, retaining and growing the workforce contributes to the enhancement of human resources.	<ul style="list-style-type: none"> • Impact on work • Contribution to the development of employee skills 	<ul style="list-style-type: none"> • GRI 401: Employment • GRI 404: Training and Education 	<ul style="list-style-type: none"> • 401-1: New employee hires and employee turnover • 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees • 404-1: Average hours of training per year per employee

	Material topics	Description	Impacts	GRI Topics	GRI Indications
PEOPLE	Protection and enhancement of employees	The company's investment in skills development allows employees to achieve better results and not just perform routine tasks.	<ul style="list-style-type: none"> • Impact on work • Contribution to the development of employee skills 	<ul style="list-style-type: none"> • GRI 401: Employment • GRI 404: Training and Education 	<ul style="list-style-type: none"> • 401-1: New employee hires and employee turnover • 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees • 404-1: Average hours of training per year per employee

	Material topics	Description	Impacts	GRI Topics	GRI Indications
PEOPLE	Human Rights	The company, especially for the procurement phases of raw materials and semi-finished products in its supply chain, may not ensure adequate working conditions for its employees, and may cause incidents of human rights violations, forced labour and exploitation of child labour.	<ul style="list-style-type: none"> • Violation of human rights 	<ul style="list-style-type: none"> • GRI 408: Child labour 	<ul style="list-style-type: none"> • 408-1: Operations and suppliers at significant risk for incidents of child labour
	Health and Safety	Product problems such as faults, manufacturing and design defects or inadequate disclosure may cause damage and health problems to users. Technical failures, human errors or external factors such as weather conditions can lead to accidental releases of chemicals into the environment at processing facilities or during storage and transportation.	<ul style="list-style-type: none"> • Health and safety of workers • Ability to ensure operational safety and response in emergency situations 	<ul style="list-style-type: none"> • GRI 403: Occupational Health and Safety 	<ul style="list-style-type: none"> • 403-1: Occupational health and safety management system • 403-2: Hazard identification, risk assessment, and incident investigation • 403-8: Workers covered by an occupational health and safety management system

	Material Topics	Description	Impacts	GRI Topics	GRI Indications
PEOPLE	Health and Safety	<i>In addition, the combustible nature of chemicals increases the risk of explosions and/or hazardous spills. The company has developed emergency plans and procedures in order to limit damage to the environment and humans in high-risk situations.</i>	<ul style="list-style-type: none"> • Health and safety of workers • Ability to ensure operational safety and response in emergency situations 	<ul style="list-style-type: none"> • GRI 403: Occupational Health and Safety 	<ul style="list-style-type: none"> • 403-9: Work-related injuries • 403-10: Work-related ill health

	Material topics	Descriptions	Impacts	GRI Topics	GRI Indications
ECONOMY	Generation and distribution of value in local communities Health and Safety	The company can support the profitability of the business and contribute to the creation of economic value and its distribution among its stakeholders, such as suppliers, employees, investors and local communities, on the basis of reliable and cost-efficient operations, capital discipline and global optimisation. The company is committed to contributing positively to the economic development of the community, through the adoption of strategies to ensure the alignment of the organisation's interests with those of the local community. To these can be added initiatives with schools and universities, donations and sponsorships. The organisation generates job opportunities, with positive socio-economic impacts on communities and regions.	<ul style="list-style-type: none"> • Contribution to the generation and distribution of value • Contribution to community development • Promotion of local employment 	<ul style="list-style-type: none"> • GRI 201: Economic performance 	<ul style="list-style-type: none"> • 201-1: Direct economic value generated and distributed • 202-2: Proportion of senior management hired from the local community

	Material topics	Description	Impacts	GRI Topics	GRI Indications
ECONOMY	Innovation	The commitment of the chemical sector to scientific research and technological innovation makes it possible to increase the level of quality of final products and processes, increasing customer satisfaction and company productivity. In addition, new technologies can optimise the use of raw materials and increase the level of environmental prevention, achieving a stronger competitive positioning and greater value in the market.	<ul style="list-style-type: none">• Contribution to technological innovation	<ul style="list-style-type: none">• Non-GRI Disclosure	<ul style="list-style-type: none">• Non-GRI

2.2 Our stakeholders

We consider it important to create a solid and transparent relationship with our Stakeholders, with whom we interface during each phase of the value chain.

The construction of a business, based on responsible and sustainable activities towards ESG issues in the medium and long term, allows the creation of lasting strategic value that benefits the relationship with each stakeholder.

In the preliminary phase of drafting the Sustainability Report, we focused our attention on the analysis of the network of relationships that the company undertakes daily with its activities.

We have identified the following 6 categories of Stakeholders

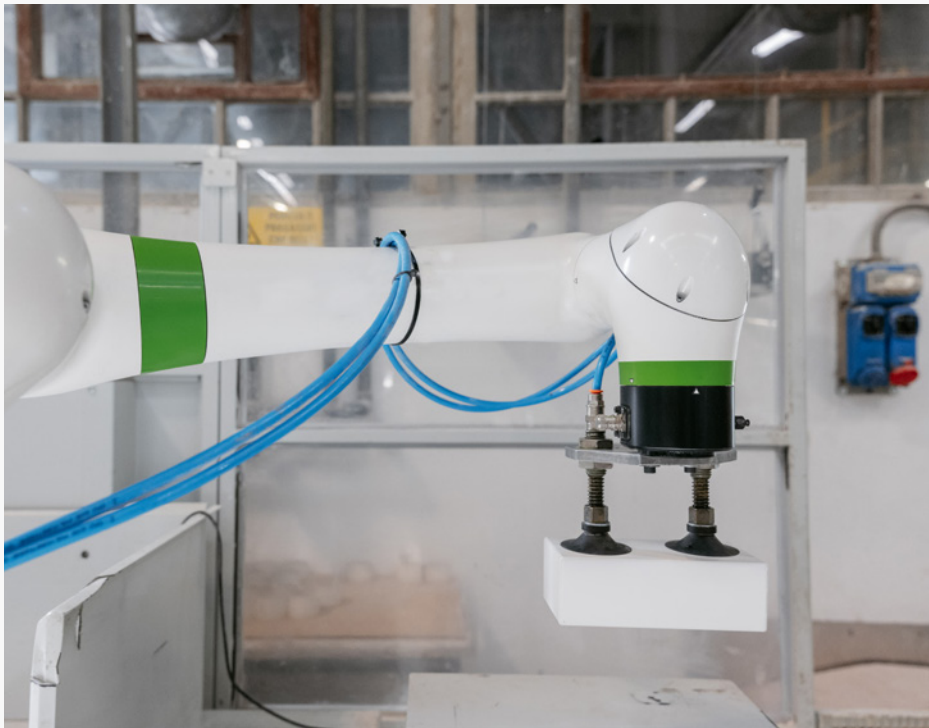
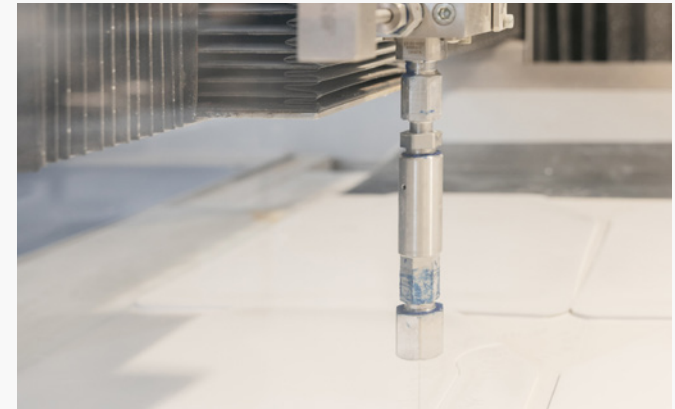


In 2022, the dialogue with the various Stakeholders continued on an informal, constant basis, and in response to the inputs received or transmitted without carrying out any massive and timely stakeholder engagement operations.



3.A passion for
innovation and
research

What drives us towards the future has always been innovation. In recent years, many internal processes have been optimised, through the renewal of systems and processes, especially with a view to reusing production waste, energy efficiency and the healthiness of the working environment.



3. A passion for innovation and research

An aspect of particular interest in our company is the research and development of innovative technologies to improve the management of production lines. This vision includes several aspects, such as the quality of the product, the impact generated on the environment and on the health of workers, and the productivity of the company itself.

In recent years, many internal processes have been optimised, through the renewal of systems and processes, especially with a view to reusing production waste, energy efficiency and the healthiness of the working environment.



One of the main projects we have completed concerns the modification of our melting furnace, which underwent a second expansion in 2022 to increase productivi-

ty. In doing this, we have kept gas consumption constant, leading to a more efficient fusion process.

■ In addition, in 2022, the complete refurbishment of the suction system of the previously mentioned melting furnace was carried out.

Specifically, the bag filter and the entire piping network on the machine have been replaced, with the aim of improving the environmental conditions to which operators are exposed.

The extraction of hot fumes and dust improves the surrounding environment and protects the health of workers. The project was structured in the context of Industry 4.0 investments.

The filters were also replaced for the suction system of the mills in the production of porcelain enamels. This intervention has led to an improvement in environmental health conditions, through a significant reduction of dust in the working environment. With regard to energy efficiency, we have carried out the revamping of the Sovigliana photovoltaic system, installing the latest generation panels, which are characterised by a better energy yield, mainly due to the morphology and system architecture

In addition, the old air conditioning system of the “General Services” premises has been replaced with a new **VFR system** of modern design, which has greater energy efficiency.

These interventions are the basis of our objective for the reduction of energy consumption.

The renewal of systems and systems is a demonstration of our commitment to achieving energy and natural resource savings, in order to reduce our impact on the environment.



Industry 4.0



4. Our commitment to environmental protection

4. Our commitment to environmental protection

Aware of the importance of environmental protection to ensure a better and sustainable world for future generations, we are constantly committed to reducing our impact on the environment around us through various activities, such as the use of energy from renewable sources or the recycling of materials.

Given the importance of these aspects, one of our objectives, also included in the Company Policy, is to prevent, **control and reduce our environmental impact through a constant search for optimal solutions aimed at pollution prevention.**



4.1 The choice of raw materials and responsible waste management

One area in which we are investing more in the search for innovative solutions is the use of raw materials, **with the aim of reducing their consumption and promoting their recycling.**

This approach is in particular due to the substantial amount of raw materials entering our production process, which requires – also for its subsections/departments – the entry of specific raw materials and semi-finished products.

For example, the main raw materials required for the production of frits are quartz, silica sand, feldspars, carbonates, nitrates, borates, zirconium silicate and zinc oxide. These raw materials are stored in large silos or big bags before use.

In particular, for some types of frits it is necessary to add specific elements such as cobalt oxide, manganese oxide, chromium oxide, iron oxide and copper oxide. For the milled department, on the other hand, dedicated to the production of enamels, crystals and other inorganic products, the input raw materials are glass, natural rocks, clays, inorganic pigments and colouring oxides and in some cases other elements are added as organic additives.



Some of the powders resulting from these processes are recycled within the production cycle of the melts, in order to contribute to the reduction of the quantity entering this process.

In addition, other materials used, especially in the Aurobit department, are natural and artificial resins, organic solvents, non-precious metal salts and precious metals.

In addition to the raw materials listed, the production of Minio starts from lead breads that will be turned into powder.

In 2022, one of the main projects that was carried out also involved the recovery of materials. In particular, we carried out a complete revamping of the depowdering plant of the Porcelain Enamels production line, obtaining a recovery of powders to be reintroduced into the production cycle and improving the microclimate of the Department.

This approach to the management of raw materials is fundamental to move towards a sustainable management model of the same, in which a waste becomes an opportunity.



We pay close attention to the consumption of raw materials in our production system, especially if these are considered critical; in fact, ***the procurement phase is one of the main factors for our sustainable growth.***

In this regard, we plan to increase our controls in the near future and to look for alternative solutions that can help mitigate the risks associated with the management of raw materials.

Regarding the issue of waste, we have carried out actions to reduce its production, such as ***the remission of materials from previous non-conforming, obsolete processes, or smoke abatement powders..***

Where possible, the processing waste is recovered in the same production cycles or in the casting department, where present.

Production waste, where not recovered, is given to authorised plants that ***recover the waste.***

Water recycling, re-introduction of waste into the production cycle and reuse of packaging (paper, plastic sorting) are also envisaged.

In addition, one factor to highlight is the use of raw materials that come from some of our suppliers.

In fact, our processes can be carried out with production waste that cannot be used in other sectors or non-conforming raw materials for other productions. ***This has a positive effect both from an economic point of view and for the development of a circular business.***

Waste management is followed internally by the ***Health, Safety and Environment (HSE)*** office with the support of other resources adequately trained for the activity carried out.

A visual check of the correct separation and identification of waste is carried out by the operators in charge, then the Loading and Unloading register is compiled with the type and quantity of waste.

As required by law, communication is made annually through the ***Single Model of Environmental Declaration (MUD)***. In addition, for the Sovigliana and Cameazzo plants, an annual report is made of the quantities handled, as required by current legislation.

Waste is mainly generated by production and maintenance activities, in addition to packaging that derives from incoming raw materials

In 2022 1733,7 tonnes of waste, were generated of which 28% was hazardous waste. Among the latter, the greatest contribution was made by aqueous liquid waste containing hazardous substances (CER 161001*), in particular those related to Boron and Vanadium.

In 2022, 1,733.7 tonnes of waste were generated, of which 28% was hazardous waste. Among the latter, the greatest contribution was made by aqueous liquid waste containing hazardous substances (CER 161001*), in particular those related to Boron and Vanadium.

During 2022, the amount of waste generated registered a slight decrease compared to the previous year, with a difference of 348 tonnes.

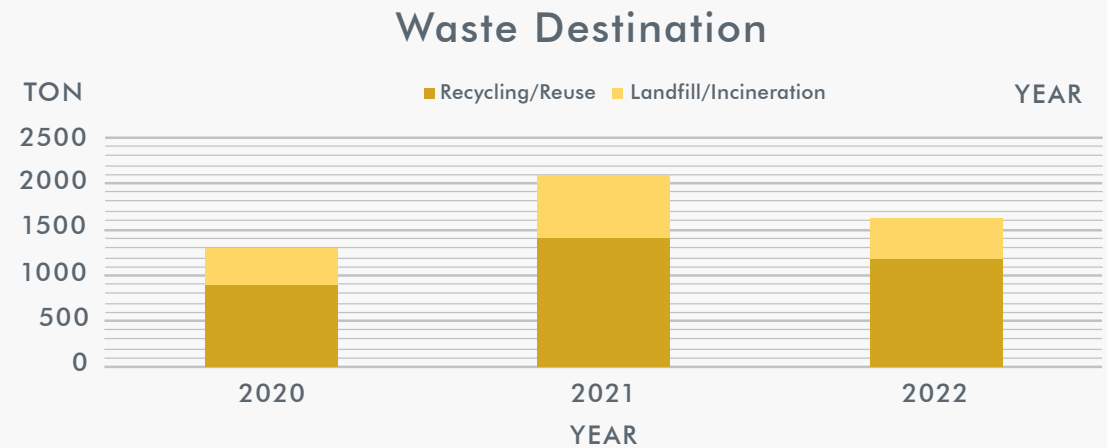
This trend involved both types of waste, which experienced a similar reduction.



Tonnes of waste generated	2020	2021	2022
Hazardous waste	207.6	587.3	488.7
Non-hazardous waste	1100.3	1494.5	1245.0
Total	1307.9	2081.8	1733.7

In 2022, 71% of the waste produced was sent to recovery/recycling activities, of which the greatest contribution is related to **non-hazardous waste (95%)**, which reaches **1171 tonnes**.

While the tonnes of hazardous waste destined for these activities are about 56, or 12% of the total hazardous waste, **the remaining part (346 tonnes) was sent to landfill or incineration**.



Final Destination	u.m.	2020	2021	2022
Reuse	ton	894.7	1424.9	1227.6
<i>Non-hazardous waste</i>	<i>ton</i>	<i>876.9</i>	<i>1355.3</i>	<i>1171.3</i>
<i>Hazardous waste</i>	<i>ton</i>	<i>17.9</i>	<i>69.6</i>	<i>56.2</i>
Disposal in landfill or incineration	ton	412.3	655.4	420
<i>Non-hazardous waste</i>	<i>ton</i>	<i>223.3</i>	<i>139.1</i>	<i>73.6</i>
<i>Hazardous waste</i>	<i>ton</i>	<i>189.7</i>	<i>516.2</i>	<i>346.4</i>





4.2 The fight against climate change

We have long embarked on a path in the field of **energy efficiency**, with the aim of supporting the fight against climate change, **reducing our greenhouse gas emissions (Greenhouse gases, hereinafter GHG).**

Our specialised team in the energy sector is responsible for the supervision and management of the energy consumption of all plants.

These resources are essential in our company staff to identify any opportunities for improvement in the energy sector.

In 2022, the total energy consumption of our plants in **Fiorano Modenese (Via Cammeazzo and Via Bucciardi), Montelupo F.no (Via del lavoro), and Sovigliana was 211,566 GJ, a slight reduction compared to last year.**

77% of total consumption comes from the use of natural gas, and only 23% from electricity (EE).

These consumptions derive mainly from the operation of production plants, from the lighting, cooling and heating of the premises.

For 2022, the data relating to fuel consumption has not been collected, which we plan to report in the next year.

A small fraction of the energy consumed is self-produced through photovoltaic panels that exploit solar energy, in 2022 665,040 kWh were produced.



Energy Sources	u.m.	2020	2021	2022
Natural Gas	kWh	39.357.638	146.192.182	137.055.451
<i>EE Self-produced</i>	kWh	713.436	289.769	665.040
<i>EE Purchased</i>	kWh	11.675.478	14.486.558	12.643.964
<i>EE sold/reissued</i>	kWh	37.710	-	-
EE Total	kWh	12.351.744	14.776.327	13.309.004

Energy consumption in GJ	u.m.	2020	2021	2022
Natural Gas	GJ	141.689	185.639	163.653
<i>EE Self-produced</i>	GJ	2.568	1.043	2.394
<i>EE Purchased</i>	GJ	42.032	52.152	45.518
<i>EE sold/reissued</i>	GJ	134	-	-
EE Total Consumed	GJ	44.466	53.195	47.912
Total energy consumed	GJ	186.156	238.834	211.566

Analysing the energy consumption divided by plants, the Sovigliana plant records the highest energy consumption, both of natural gas and electricity.

In this place, natural gas is mainly used in industrial fusion processes (fired and minium departments), as well as for the supply of boilers for domestic hot water (DHW).

Electricity is used for the processes of the SP mills department, pigments and, similarly to other locations, for all production auxiliary services, i.e. for the operation of pumps, fans, air compressors, etc.

In terms of energy consumption, an important contribution is also made by the Fiorano Modenese plant in via Cameazzo, which reaches a consumption of natural gas and electricity of **17.346.560 kWh** and **1.945.968 kWh** respectively.

Natural gas is mainly used in industrial melting processes in the frit department and a small part for the supply of boilers for DHW.

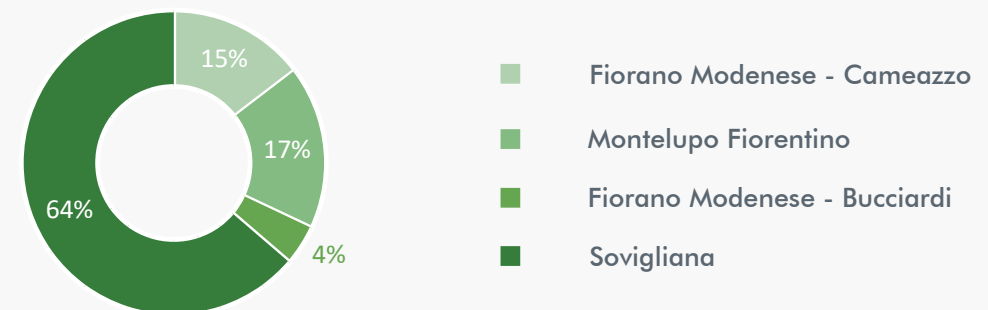
Both the Sovigliana and Fiorano plants in Modena recorded above-average energy consumption in 2021 **mainly due to the high production that had slowed down in 2020 due to Covid.**

The Fiorano Modenese plant in Via Bucciardi and Montelupo have been the subject of a reorganisation of the activity that has led to a sharp reduction in consumption in recent years. In particular, natural gas is used in tile firing processes and in the drying of enamels.

Natural Gas



Electricity Consumed



Another project we invested in during 2022 to reduce our energy consumption is the refurbishment of the canteen and central changing rooms air conditioning and dehumidification system.

We have replaced the old system with a new VRF system with a modern design and improved energy efficiency.

One of the direct consequences of energy consumption is GHG emissions: this year, we have reported the GHG emissions Scope 1 and Scope 2:

- **Scope 1 emissions** are those generated by sources owned or controlled by the company (direct emissions);
- **Scope 2 emissions** are those resulting from the production of electricity (indirect emissions).

In 2022 our total **Scope 1 greenhouse gas emissions amounted to 9,214 TonCO₂eq with a slight reduction of 1,353 TonCO₂eq compared to the previous year (-13%)**. This is in small part related to the decrease in the quantities of refrigerant gases, of which we have identified two types **R-427A** and **R-407C**.

Their contribution to total GHG emissions has been reduced: from around 140 TonCO₂eq in 2021 to 21 TonCO₂eq in 2022.

GHG Scope 1 Emission (Ton CO ₂)	2020	2021	2022
Natural Gas	7.959	10.428	9.193
Refrigerant gases	0	140	21,38
Total	7.959	10.567	9.214

Refrigerant	U.M.	2021	2022
R-427A	kg	58,5	10
R-407C	kg	8,2	-
GHG Emission	Ton CO ₂	139,6	21,38

The consumption component related to the use of electricity is linked to GHG Scope 2 emissions.

The following table shows the two types of calculation used for this category: Location Based and Market Based. We achieved positive results using both approaches, registering a **decrease of 13%** compared to last year.

GHG Scope 2 Emission (Ton CO ₂)	2020	2021	2022
Location-Based	3.678	4.563	3.983
Market Based	5.331	6.614	5.773

As already described and demonstrated in this paragraph, we are increasing our investments in the research of innovative technologies with low energy impact in order to mitigate climate change, reducing our GHG emissions.



4.3 Attention to air quality

All our systems have a risk of emissions of pollutants into the atmosphere with different amounts.

For this reason, we constantly carry out controls and monitoring of the emissions generated by the production activity in order to verify compliance with the concentration limits required by the legislation.

The control of emissions of pollutants into the atmosphere is guided by national legislation that implies compliance with certain concentration thresholds for substances that may cause harm to humans and the environment.

With the development of cutting-edge technologies and the application of best available techniques (BAT) for plants subject to AIA (Integrated Environmental Authorisation), we have achieved a good level of reduction of emissions into the atmosphere.

These are conveyed emissions, on which we carry out direct measurements on the respective emission points.



The following table shows the values measured in kg/year over the three-year period.

Each process is associated with an adequate pollutant abatement system, **usually fabric or sleeve filters**.

Both provide good containment capacity and ensure compliance with limit values.

As shown in the following table, our emissions include many types of pollutants, from nitrogen oxides to hydrochloric acid, which are constantly monitored. In the event that the concentration limits defined by the legislation are exceeded, we will intervene in a timely manner.

Substances	Type of activity	U.M.	2020	2021	2022
NO _x	- Minio Production - Meltings - Pigments - SMP	kg/year	77.574,3	71.666,4	44.760,7
SO _x	- Meltings	kg/year	83,9	70,8	83,9
Total Dusts	- Meltings - Pigments - SMP	kg/year	2.003,0	1.225,9	1.742,74
Lead and compounds	- Minio Production - Ground materials and warehouse	kg/year	1,8	1,2	2,1
Nichel	- Meltings - Pigments - SMP	kg/year	0,0	0,0	21,4
Fluorine	- Meltings - Pigments	kg/year	241,4	373,9	54,4
Particulate Material	- Compounds - Grits	kg/year	570,4	182,1	570,4
HCl	- Meltings	kg/year	33,3	20,2	33,3
SI CL TAB B CL III	- Pigments - SMP	kg/year	4,0	7,1	24,3
SI CL TAB B CL III	- Pigments	kg/year	1,7	8,9	5,2
Σ (As, Co, Ni, Cd, Se, CrVI, Cr III, Sb, Pb, Cu, Mn, V, Sn)	- Meltings	kg/year	36,4	24,3	4,2
Σ (As, Co, Ni, Cd, Se, CrVI)	- Meltings	kg/year	14,8	7,5	2,3
S.I.P. Tab. B CL I	- Ground materials and warehouse	kg/year	-	0,1	0,2
Σ (Pb, V, Sn)		kg/year	2,0	0,7	2,0

2022

Emissions of pollutants into the atmosphere showed a variable trend compared to last year in terms of kg/year. For example fluorine reported much lower values.



Sewage treatment plant - Pratella

4.4 The protection of water resources and biodiversity



The water present in the production cycles derives mainly from wells (81%) and from aqueducts (19%), in 2022 an amount of 44,205 m was withdrawn, a slight increase compared to last year (+10%).

This trend is mainly attributed to the increase in groundwater withdrawal, which grew by 12%.

Withdrawal	Unit of measurement	2020	2021	2022
Groundwater	mc	24.949	32.235	35.999
Third Parties (Aqueduct)	mc	8.836	8.019	8.206
Total	mc	33.785	40.254	44.205

The main uses of the water resource are related to the production activity, for example the cooling phase.

In 2022 our water discharges reached 31,135 m³, registering an increase of 17% compared to 2021.



Unloading	Unit of measurement	2020	2021	2022
Total	mc	22.241	26.667	31.135

Water discharges related to industrial water and water similar to domestic water reach the sewer after undergoing specific treatments. The Fiorano Modenese plant in via Bucciardi has a sewage treatment plant with the discharge into the public sewer of industrial wastewater deriving from the research and development of enamels and colours for the ceramic industry.

The discharge of industrial wastewater into the public sewer must take place in compliance with the limits of Table 3 (Annex 5 to Part Three) of Legislative Decree 152/06. The Montelupo plant also carries out an industrial water treatment to subsequently send it to the municipal collector.

With regard to the Sovigliana plant, industrial wastewater is subjected to chemical and physical treatment by the purifier of the **Depurcolor Consortium** and water similar to domestic water is subjected to biological treatments, which, in part, are discharged into surface water.



Sovigliana Treatment	2020	2021	2022
Chemical-physical treatment c/o Depurcolor Consortium	8731	10844	9656
Treatment of biological pits/oxidation subsequent conferral to SII	2.801	2743	3414



Bucciardi Treatment	2020	2021	2022
Chemical-physical treatment c/o departmental purifier	0	1829	2304
Treatment of biological pits/oxidation subsequent conferral to SII	2114	2200	2518

Montelupo treatment	2020	2021	2022
Chemical-physical treatment c/o departmental purifier	2071	5263	4038
Treatment of biological pits/oxidation subsequent conferral to SII	1636	1240	1266



The total water discharges do not include those of the Fiorano Modena plant in via Cameazzo, where there is no industrial wastewater release.



Water Consumption	Unit of measurement	2020	2021	2022
Third parties	mc	11.544	13.587	13.070
Total	mc	11.544	13.587	13.070

In our plants we have developed different **water recovery and recycling systems**, being an essential resource for the entire ecosystem and for our business.

The most important examples are the Fiorano Modenese plant in Cameazzo street and that of Sovigliana, where a closed water cycle has been developed **with the aim of safeguarding the water resource and promoting its reuse**.

In particular, in the F.no Modenese plant, the use of water is concentrated in the melting and cooling phase of the molten melt, a small portion is used for the control laboratory and irrigation of the plant.

The absence of industrial wastewater discharge is related to the development of purification systems installed for the different departments.

The waters resulting from the cooling of the frits at the exit of the melting furnaces are mechanically filtered to separate them from the grains that may remain in the flow and, subsequently, they are sent to the recycling tanks where a sedimentation phase can take place.

The water evaporated from the cooling towers, located near the relaunch tanks, is reintegrated into the circuit and demineralised using a softener.

The wastewater from the laboratory is sent to a small clariflocculation plant, which combines three purification processes, namely coagulation, flocculation and sedimentation, from which sludge is generated and collected, dried and sent for recovery through authorised companies.

The clarified water is part of the cooling circuit of the casting department.

In order to ensure the safety of workers and avoid possible pollution of environmental matrices, our purification plants have integrated systems to deal with emergency or failure situations.

Our commitment to environmental protection is reflected in the attention we also devote to the protection of biodiversity, which is threatened by human activities.

The protection of natural habitats and life forms on this planet is essential to ensure their survival, which is why we believe it is essential to preserve them.

To achieve this goal, we conducted an analysis of the protected areas that are located near our facilities, including national parks, nature reserves, and other areas that play an important role in biodiversity and ecosystem conservation.

To carry out this analysis, we identified the protected areas at a maximum distance of 15 km from our plants through the “National Biodiversity Network” tool developed by ISPRA (Istituto Superiore per la Protezione e la Ricerca Ambientale), and we obtained the following results (table on the following page).

Site	Region	Type of operations	Distance from protected area	Protected area	Protected area extension	Biodiversity type	Code
SOVIGLIANA	Toscana	Legal Production Administration	12.8 km	Padule di Fucecchio	0.25 kmq	Terrestrial and inland waters protected areas	ZSC IT5130007
			15.0 km	Cerbaie	65.09 kmq	Terrestrial and inland waters protected areas	ZSC IT5170003
FIORANO MODENESE	Emilia - Romagna	Production Sales Technician	2.0 km	Salse di Nirano	2.09 kmq	Terrestrial and inland waters protected areas	ZSC IT4040007
			14.0 km	Cassa di espansione del Secchia	2.55 kmq	Terrestrial and inland waters protected areas	ZNC IT4030011
			10 km	Faeto, Varana, Torrente Fossa	3.91 kmq	Terrestrial and inland waters protected areas	ZNC IT4040013
			7 km	San Valentino, Rio della Rocca	7.85 kmq	Terrestrial and inland waters protected areas	ZNC IT4030016
			14 km	Casa di espansione del Fiume Panaro	2.76 kmq	Terrestrial and inland waters protected areas	ZNC IT4040011
MONTELUPO FIORENTINO	Toscana	Produzione Magazzino	10 km	Stagni della Piana Fiorentina	19.02 kmq	Terrestrial and inland waters protected areas	ZSC IT5140011

In total, we have identified 8 protected areas from 0.25 sq. km to 65 sq. km. The factories located in Fiorano Modenese are located just 2km from the Salse di Nirano protected area and are close to 4 other particularly sensitive areas from an environmental point of view.

Being aware of the proximity to certain areas increases the understanding of their crucial role in the protection of ecosystems.

5. Human resource management



5.1 The appreciation and well-being of people

“The people who work with us have always been the secret of the success of our industrial group. Dedication, commitment and professionalism contribute every day to making our business better.”

- Lorianò Bocini

People are the engine of the company's improvement: they represent a fundamental element in guaranteeing the quality and safety of our products, actively participating in the achievement of objectives.

As of 31 December 2022, the resources in our workforce amount to 269, which are all covered by the **National Collective Bargaining Agreement of Industrial Chemical Companies**, except for managers, who refer to that of the **Producers of Goods and Services**.

We have established permanent contracts with **99%** of our employees, demonstrating our commitment to establishing stable and lasting working relationships. The average age of employees is 49.

Type of contract	2020			2021			2022		
Gender	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
Permanent contract	264	41	305	224	39	263	227	40	267
Fixed-term contract	-	-	-	4	-	4	2	-	2
Intermittent contract	-	-	-	-	-	-	-	-	-
Total	264	41	305	228	39	267	229	40	269

Despite the period characterised by social complexity, the number of employees, after a period of contraction, continues to grow and increase: **in 2022, there was a slight increase compared to 2021**. In line with the previous two years, our workforce consists of 15% women and 85% men; these percentages are closely connected to the productive nature of the company.

With reference to executives, the percentage of employees within the region out of the total number of executives at the headquarters is around 83% in 2022 in Tuscany (86% in 2021 and 80% in 2020), while it reaches 100% in Emilia-Romagna.

With regard to non-employee workers in 2022, the composition is as follows:

Type of contract	2020	2021	2022
Internship	-	3	3
Temporary workers	4	9	21
Self-employed workers	-	-	-
Other categories	-	-	-
TOTALE	4	12	24

For some specific activities, our company relies on non-employee workers. During the reporting year, we registered 21 temporary workers, an increase compared to 2021 and 2020.



We give great importance to our human capital, from the initial stage of the recruitment process and in all subsequent stages of the work experience, offering opportunities for professional development and creating a quality work environment. The selection and hiring of employees is based on their skills and propensities for the role. We are aware of the importance of personnel selection for business progress, and we have defined an appropriate internal policy, which consists of the following distinct steps.

Process steps

1 - The first step is the selection process.

When the need to hire people for a specific role is identified, the Human Resources team, in collaboration with the Function Manager, defines the Job Description in which both technical skills and soft skills required are indicated. Subsequently, through a dedicated software, the advertisement is published on different job search sites and on the company's website, and then the resumes of the candidates are collected and managed.



2 - The second phase is recruitment.

After receiving a significant number of resumes, the HR team makes a first selection of the most suitable candidates for the competences required by the role in which the need occurred. These are then invited to participate in a job interview with Human Resources and the head of the operating unit in question.

3 - The third phase is the signing of the contract.

Finally, the contract is signed, complete with all the information relating to the duration and start of the employment contract, assigned serial number, qualification and category, job, salary, working hours, holidays, duration of the probationary period and type of CCNL.

The tables and graphs show the trend in hiring and terminations over the three years:

	2020			2021			2022		
Age	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
< 30 years	1	-	1	3	1	4	11	-	11
Between 30 and 50 years	1	-	1	1	1	2	7	3	10
> 50 years	-	-	-	-	-	0	1	-	1
Total number of hires	2	-	2	4	2	6	19	3	22

	2020			2021			2022		
Age	Men	Women	Tot	Men	Women	Tot	Men	Women	Tot
< 30 years	-	-	-	-	-	-	1	-	1
Between 30 and 50 years	8	2	10	5	-	5	4	-	4
> 50 years	11	1	12	35	4	39	13	2	15
Total number of terminations	19	3	22	40	4	44	18	2	20

The company is constantly growing, hiring exceeds the number of terminations.

Over the past three years, we have seen a steady increase in hiring.

2022

Turnover in 2022 decreased, standing at 16%, compared to 19% in 2021 and 8% in 2020 compared to 10% in 2021 and 4% in 2020.

Terminations, contrary to hiring, showed a marked reduction in 2022, bringing the termination rate back to the same level as in 2020. Terminations mainly concern employees who leave the organisation due to retirement.



As a demonstration of the commitment undertaken to encourage youth employment in the area, a large part of the new hires are young people under 30.

This is also thanks to the various collaborations and events we have taken part in. In fact, for several years, we have been collaborating with high schools through **Alternating School and Work Programmes** and internship projects at Modena sites, **with the aim of promoting the integration of young people into the world of work.**

In addition, we offer internship opportunities and dissertation writing support to graduates of local universities on an annual basis. These projects, together with **Career Day** in which we participate, represent an opportunity for hiring for recent graduates who intend to take a path in our company.



The collaboration with the University of Modena and Reggio Emilia is particularly important.

Thanks to our participation in **Confindustria Ceramica**, we had the opportunity to welcome some students who have completed their

thesis or master's degree at our company.

As a result of this collaboration, some of these students have had the opportunity to become our employees



*People have always
been the secret to
the success of our
Industrial Group*



To enhance the well-being of our employees, over the years we have activated plans and agreements that aim at creating a proactive and qualifying work environment.

Colorobbia Italia has adopted an **insurance coverage plan in case of accidents** that may lead to disability or invalidity of employees. In addition, it **offers a life insurance policy for all employees, regardless of the type of contract or their employment status**.

Point 1

Second level agreement of three-year duration that provides for the possibility of using a **Welfare platform**;

Point 2

Recognition of two additional days of rest in addition to the traditional ones for employees who work night shifts for at least six months of the year;

Point 3

Allowance in the event of a sudden shift change to mitigate any inconvenience for employees;

Point 4

Hourly flexibility agreement to ensure the balance of working hours with personal commitments;

Aware of the strategic importance of our employees in the process of growth and improvement of the company, we have established several agreements for the enhancement of the well-being of our employees, including:

Point 5

Possibility of remote work to meet the needs of employees;

Point 6

Paid leave for medical examinations to safeguard the health of employees;

Point 7

Redundancy fund above the legal minimum to support employees in times of difficulty;

Point 8

Agreements with local businesses available to all employees and in some cases also to their families.

In addition, to recognise the commitment of our employees to the business, we provide performance bonuses and Easter bonuses in addition to remuneration and normal legal fees.

Our company makes every effort to ensure a fair and dignified remuneration for each individual employee based on the work contribution provided. The ratio of the total annual compensation for the person receiving the highest compensation in the organisation to the total median annual compensation for all employees is 2.94, a decrease with respect to the 3.38 in 2021.

Within Colorobbia Italia, there are currently no remuneration policies for the members of the highest governance body and the Executives, but there are policies focused on achieving performance in relation to the management of the organisation's impacts on the economy, the environment and the people who materialise in **MBO (Management by Objectives)** for some senior figures.

We are constantly engaged in the search for tools to improve the remuneration level and ensure fair remuneration consistent with the activity carried out by our employees.



The company adheres to a Code of Ethics in carrying out its activities. The Code of Ethics sets out a series of rules of conduct to which employees must refer when carrying out their professional activities in order to promote the principles and spirit of the company.

Among the essential points, we also find the guarantee of freedom of association of workers and the recognition of the right to collective bargaining. No incidents have been identified that relate to risks of forced and compulsory labour or child labour.

As a company, we reject all forms of discrimination in human resource management, recruitment policies and actively fight all forms of mobbing and exploitation of work.

In addition, our employees have the opportunity to report aspects related to the work environment through various communication tools, such as, for example, email, specific periodic meetings, communications in paper form, meetings with RSUs and corporate RLS.

Our goal is to create a work environment that ensures the well-being of all employees.



Within the company, we promote training courses and skills enhancement to allow professional development in line with the needs of the company and the professional objectives of employees.

Employee training, in fact, is another central element of Colorobbia Italia. We believe that it is fundamental that each person feels valued and can best express their potential in order to create an innovative and high-level production reality.

The Human Resources department deals with the planning of vocational courses and organises sessions, based on the preventive training plan. These courses concern training activities and functional training in the areas of competence, for the development of skills in line with market demands.

A large part of the courses focuses on health, environment and safety issues, on-the-job training and specific and mandatory training. In particular, in 2022 the **Potential Project** was activated, it is a pilot training project related to the various aspects of Leadership.

The goal is to educate and identify future senior figures for our company.

This type of training is fundamental for business success, since the top roles of the organisation represent the future line of command.

Their choices will be the basis for compliance with regulations on health and safety at work and the environment, as well as for the management of corporate philosophy and ethics. In addition, this project helps to develop the skills needed to deal with unforeseen situations successfully.

Therefore, investing in future leaders ensures that the company's productivity and success is projected over the long term.

Training Hours by Occupation Category	UM	2020	2021	2022
Managers	h	390	73	99
Miggle Managers	h	178	254	198
Employees	h	744	1.121	1.119
Workers	h	748	933	1.301
Total hours of training provided to employees	h	2.060	2.381	2.717
Training Hours per Employee	h	7	9	10

Training Hours by Occupation Category	UM	2020	2021	2022
Hours of training provided to women	h	220	359	332
Hours of training provided to men	h	1.840	2.022	2.385
Average training hours per employee (female)	h	5	9	8
Average training hours per employee (male)	h	7	9	10

5.2 Promise to create a safe working environment

Aware of our role in the health and safety of our employees, we are committed to promoting and applying procedures on this issue at all company levels.

Our factories refer to **D.lgs. 81/2008**, specifically in the Fiorano sites and also in Legislative Decree 105/15 for the Sovigliana site. A management system on occupational health and safety has been implemented, in line with the **UNI EN ISO 45001** and **UNI EN ISO 10617**, the Sovigliana plant falls under the Seveso Directive for the use of hazardous substances in the production process.

This standard aims at preventing the occurrence of major accidents, related to certain substances, and defines specific obligations for the organisation in which these substances are present.



This SGS, for the sites indicated, includes the following processes:

Pigment Production

Minio Production

Frit production

Grit production

Porcelain enamels
production

Ink Mixing

Assistance and applied
research operations

In addition to the various production departments, there are also premises for the administrative, business, logistics and toilet facilities. The internally implemented system is developed to manage the health and safety of workers through continuous monitoring and the implementation of corrective or mitigation actions to any hazards detected.

In addition, as required by **Legislative Decree 105/15**, for the Sovigliana plant we are subject to the drafting of the Relevant Fire Prevention Policy Document, which describes the fundamental elements for the control of emergency situations, in line with the management system implemented internally.

The relevant Decree requires that this Policy is proportionate to the hazards of major accidents, includes the general objectives, principles of action, the role and responsibility of the governing bodies, so as to testify to the commitment to the continuous improvement of the control of these hazards, while ensuring a high level of protection of human health and the environment.

Our goal is to reduce the potential risk and severity of the damage caused by an accident, through the search for continuous improvement in this matter and constant monitoring of the activities carried out by each worker.

In particular, the **Major Accident Prevention Policy** concerns work organisation, quality, the environment and safety at work.

Its purpose is to guide towards the design and operation of plants in order to protect occupational health and hygiene.

This includes identifying and assessing potential risks and reviewing projects and work procedures.

In addition, it is essential to select appropriate protective equipment and keep it in good condition. All information relating to hazardous raw materials, substances and mixtures must be constantly updated.

Management is responsible for coordinating these aspects and periodically reviewing the Policy to assess the current situation and define company objectives.

We have identified a Manager who is responsible for monitoring the performance of the implemented system and disseminating the safety culture to the organisation.

As required by **Legislative Decree 81/2008**, we have integrated into our staff the professional figures for the management of health and safety in the workplace, who are re-

sponsible for drafting the **Risk As-sessment Document** and monitoring the application of the procedures indicated. In order to identify the hazards and risks associated

with the work activity, to apply the hierarchy of controls to eliminate and reduce them to a minimum, we have identified some processes used:

Point 1

Analysis of the production cycle: raw materials and equipment used;

Point 2

Analysis and evaluation of work procedures;

Point 3

Training analysis;

Point 4

Execution of measurements and field checks, interviews and personal involvement and department managers, and finally awareness campaigns of the various figures with obligations towards safety (Employer, supervisors, Workers' Representative for safety, workers) in collaboration with the Occupational Physician;

Point 5

Analysis in the contractor chain: interference analysis, delivery of information on risks in the workplace, analysis and collection of documentation for the verification of professional technical requirements, drafting of DUVRI and cooperation and coordination reports.

The risk assessment is carried out periodically, in particular the **Prevention and Protection Service** has the task of identifying prevention and protection measures, and, in collaboration with the Employer and the Occupational Physician, updates the DVR (risk assessment document).

This is especially the case if the checks reveal measures to be implemented to increase the level of safety for workers. These figures also carry out investigations on near misses, accidents and injuries that have occurred, in order to identify and analyse their causes. The analysis of these events makes it possible to identify new measures to be applied to reduce their probability and severity.

The main risks identified in our plants are the following:

- Chemical risk due to the presence of dust;
- Physical and ergonomic risk;
- Mechanical risk due to the presence of complex systems.

In order to assess the current situation and continuously improve health and safety management, we have implemented an improvement plan, carry out a statistical analysis of accident and near-miss indices, and organise periodic meetings with managers, supervisors and department employees to collect feedback and useful information.

We are committed to ensuring the quality of processes through continuous and in-depth training of personnel and a discussion with employees and managers of the various departments to obtain feedback on the application of procedures. We are aware that the figure of workers has an active role in corporate safety; knowing the risks to which they are exposed on a daily basis is an essential element to create a safe working environment. For this reason, we offer job-specific health and safety training at all our headquarters. The training allows to increase the knowledge and to improve the behaviour of the personnel related to these aspects: each worker must report the presence of dangerous situations to the **Workers' Representative for the Safety of the**

plant, or to the person in charge, or directly to the **Prevention and Protection Service**, in order to intervene quickly to eliminate or reduce the danger. In 2022, we recorded 2 accidents without serious consequences, while in two of our plants in Fiorano Modenese (Via Bucciardi) and Montelupo there were no accidents. With a total of 434,894 hours worked, we achieved an accident rate of 434.894 hours worked, we achieved an accident rate of **4.6, a sharp decrease compared to last year**. This trend is mainly due to the high number of accidents that occurred in 2021, which decreased by 67% in this reporting year.

Employees	UM	2020	2021	2022
Hours worked	n.	605.205	490.001	434.894
Total number of recordable accidents at work, including deaths	n.	2	6	2
Total number of accidents at work without serious consequences (<6 months of absence)	n.	2	6	2
Number of commuting accidents (only if the transport was organised by the company and commuting took place within working hours)	n.	0	0	0
Total number of accidents at work with serious consequences (>6 months of absence), excluding deaths	n.	0	0	0
Total number of deaths following an accident at work	n.	0	0	0
Recordable Workplace Accident Rate	n.	3,3	12,2	4,6

As for non-employee workers, 2 accidents were recorded during 2022, unlike the previous two years in which they had not occurred.

However, hours worked increased from 15,039 in 2021 to 35,936 in 2022: as a result, the likelihood of an injury increases. Both accidents were recorded at the same plant in Cameazzo Street in Fiorano Modenese.



Workers who are not employees, but whose work and/or workplace is under the control of the company for the Sovigliana site	UM	2020	2021	2022
Hours Worked	n.	1.159	15.093	35.386
Total number of recordable accidents at work, including deaths	n.	0	0	2
Total number of accidents at work without serious consequences (<6 months of absence)	n.	0	0	2
Number of commuting accidents (only if the transport was organised by the company and commuting took place within working hours)	n.	0	0	0
Total number of accidents at work with serious consequences (>6 months of absence), excluding deaths	n.	0	0	0
Total number of deaths following an accident at work	n.	0	0	0
Recordable Workplace Accident Rate	n.	0,0	0,0	0,0

Finally, for all our plants, there are no cases of occupational diseases or deaths due to occupational diseases. The main risks associated with work that involve a risk of occupational disease are those identified in the risk assessment document, in particular physical risks (noise, manual handling of loads, vibrations, EMF, radiation) and chemical risk.



6. Our relationship with the territory



6.1 Our passion for ceramic culture

The **Vittoriano Bitossi Foundation**, founded in 2008 by the Bitossi family, was created with the aim of protecting and enhancing the historical memory and activity of the company “Maioliche Artistiche Guido Bitossi”. The foundation’s registered office is located in the historic factory, founded by Guido Bitossi in 1921 in Montelupo Fiorentino.

To preserve the history of the company, the Foundation has established the **Bitossi Industrial Archive**, which collects equipment, documents and ceramic objects produced by the manufacture from 1921 to the present. The archival heritage is organised and classified through study assignments and can be used for the creation of thematic exhibitions.

In addition, the Bitossi family founded the **Bitossi Industrial Art Museum**, a business museum that exhibits the production of artistic ceramics of the twentieth century. The MAIB is located in the historic building of 1929, the first headquarters of the Bitossi family, and consists of two exhibition halls. Associated with Museimpresa, the museum organises temporary thematic exhibitions on the production of the Bitossi manufacture, particularly from 1950 to the present. The museum also hosts exhibitions of architects and designers who have collaborated with the company, as well as exhibitions on other ceramic manufactures



and artists. The MAIB is accessible by appointment, free of charge.

Its opening is aimed at all those who are interested in the history of ceramic art and wish to discover the evolution of Bitossi manufacturing, from its origins to current productions.

Ultimately, the Bitossi Foundation aims at protecting the historical memory of the manufacture, offering

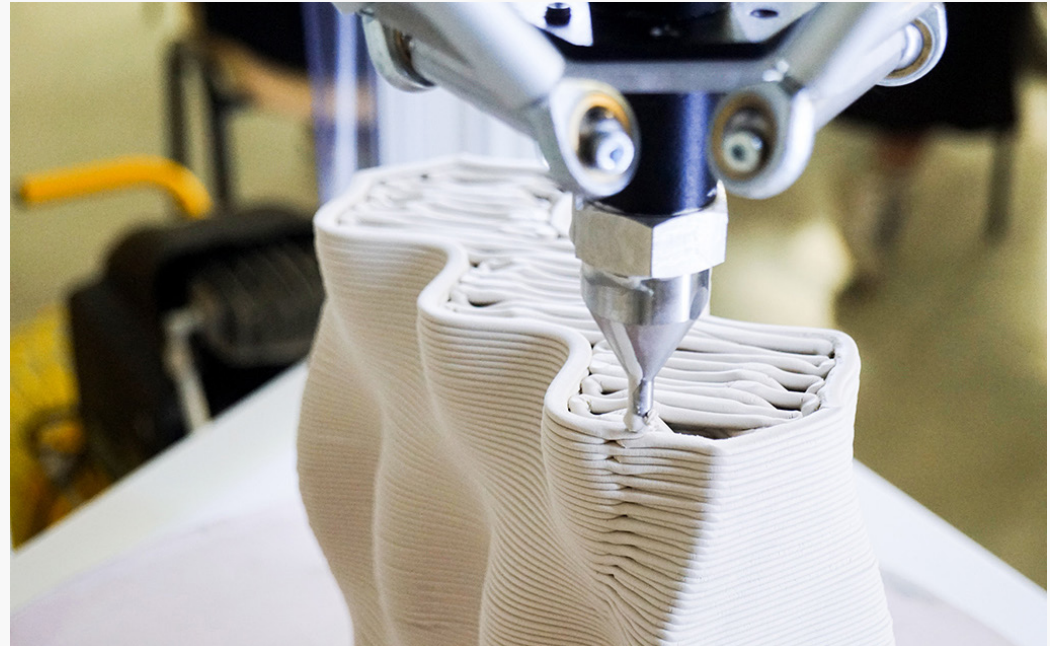
the public the opportunity to discover and learn about Bitossi’s artistic and industrial production, **to pass on the passion and culture of craftsmanship to future generations.**

The experimental ceramic centre

The **Experimental Ceramic Centre** for Knowledge and Technical Innovation (CCS), created in 2016 in Montelupo Fiorentino by the collaboration between the Municipality of Montelupo Fiorentino and Colorobbia SpA, has as its main objective to create a cultural venue for the dissemination of **technical knowledge of ceramic art**.

The Experimental Ceramic Centre aims at disseminating the technical knowledge acquired and to codify it in didactic form, through a school of **high professional training**.

The ceramics school, the operational arm of the Experimental Ceramic Centre, teaches the art of know-how **by combining the knowledge of the oldest knowledge and the research and innovation of new technologies**.



The professionals involved in the activities of the Experimental Ceramic Centre were selected on the basis of their personal technical knowledge and their willingness to transmit their acquired knowledge.

Through collaboration with artisans, artists, industrialists, designers, architects and technicians specialised in various sectors, the Experimental Ceramic Centre aims at creating a high-level technical staff capable of increasing research and innovation in the ceramic field and beyond.

The Experimental Ceramic Centre represents the space where craftsmanship and technological innovation meet.

The activity of recovering the technical knowledge of ceramics, the production of educational tools and the training of specialised staff are the basis of the Experimental Ceramic Centre, whose laboratory takes into account the creation of the **Oral History Archive of the Experimental Ceramic Centre (ASOCCS)**, where the voices and actions of ceramicists, historical professors and technicians of ceramic colouring are collected.

The Experimental Ceramic Centre aims at continuously innovating, working in active interaction with ceramic companies and individuals, to develop new sources and allow the world of ceramics to withstand the passage of time, evolve and not give up.

The **School of Ceramic** is an integral part of the Experimental Ceramic Centre and aims at training new professionals in the ceramic and craft sector.

The school, located in Montelupo Fiorentino, meets the strong demand for technical and technological knowledge of the sector, which requires a deep professional preparation both in terms of tradition and innovation of processing techniques.



The school offers a wide range of structured courses at different levels of learning, to allow future professionals to progressively acquire the skills necessary to operate in the ceramic sector and other craft sectors.

Taking advantage of the experience acquired at the Experimental Ceramic Centre, the ceramic school becomes a place where the creativity and inspiration of the students find expression and where tradition and innovation merge to form real professionals in the sector.

6.2 Our support to the local community

Our traditional Christmas dinner takes place every year thanks to the valuable contribution of the association **Noi da Grandi**, which is dedicated to supporting families and children with disabilities. It is thanks to them that we are able to organise a great dinner with over 500 people.

Colorobbia Italia has been supporting the valuable work of these volunteers for years, a unique resource for the local community.



It is the people who are the protagonists, determining the success and future of the group.

Their responsibility, their dedication, their attachment and affection towards the company lead to the achievement of the objectives and the victory that we truly believe in... the collective one!



A small contribution to a big project

For years, we have been actively participating in the courageous project of Doctors Without Borders.

Not only an organisation of immense value for humanity, but also an example of efficiency and transparency in the management of resources.



We support smart initiatives

Treedom's "*Much more than a tree*" directly finances agricultural and forestry projects throughout the territory.

Its philosophy is to create sustainable ecosystems and allow thousands of farmers to bear the initial costs of planting new trees, ensuring food autonomy and income opportunities over time.



6.3 Creating value for stakeholders

The creation of value in the medium to long term towards the main stakeholders represents the main objective of the economic and social sustainability of our company.

We are aware of the needs and requirements of stakeholders and are keen to ensure that our activities create tangible value for all stakeholders.

This involves monitoring and checking all activities, both for cost management and for the innovation of our products and processes, in order to ensure longterm economic and environmental sustainability.

Creating sustainable value for stakeholders not only improves the reputation of the organisation but can also ensure superior long-term results for the organisation itself and reduce the risk of instability in an increasingly competitive and rapidly evolving market.

Value Added (VA) analysis allows to assess the ability to generate and distribute wealth among stakeholders within the markets in which it operates.



It is important to note that the objective of the analysis is to assess the sustainability of the value created by the company, as well as its ability to distribute the wealth generated.

ECONOMIC VALUE

Item	2020	2021	2022
Economic value generated	93.701.862	125.584.232	160.563.784

Operating costs	71.720.084	95.109.319	129.337.892
Value distributed to employees	20.785.896	23.619.987	21.355.867
Value distributed to capital providers	334.278	252.387	836.970
Value distributed to the P.A.	- 893.315	145.290	780.121
Value distributed to the community	140.671	165.424	206.667
Distributed economic value	92.087.614	119.292.407	152.517.517

Voce	2020	2021	2022
Economic value retained	1.614.248	6.291.825	8.046.267

In 2022, the economic value directly generated by the company was equal to 160,563 thousand Euro, an increase compared to the previous two years, as well as the distributed value which was instead equal to 152,518 thousand Euro.

In particular, the share of economic value distributed to employees recorded a decrease of 10% compared to 2021.

Increasingly, on the contrary, the value distributed to capital providers that recorded a positive delta of +585 thousand Euro compared to 2021.

The terms of value distributed to the community confirmed the growing trend of the three-year period.

The economic value retained within the company and not distributed was therefore equal to 8,046 thousand Euro in 2022, or about 5% of the total economic value generated, a stable percentage compared to 2021 (5%) and growing compared to 2020 (2%).

“

*They often ask me “What is the success of your companies?”.
My entrepreneurial vision leads me to think that the product
I propose to the market is excellence, whatever it may be.
For an entrepreneur, this is indisputable.*

”

Knight of Labour
Vittoriano Bitossi

METHODOLOGICAL NOTE

This document represents the first Sustainability Report of Colorobbia Italia S.p.A., drafted on a voluntary basis with the aim of transparently communicating to its Stakeholders performance, strategies and commitments in areas of sustainability significant to the Company.

The reporting scope includes Colorobbia Italia S.p.A, and relates to fiscal year 2022 (from 1° January to 31 December). The data are compared with the results of the two-year period 2020-2021.

The reporting standard implemented for the preparation of this Sustainability Report is the **GRI Sustainability Reporting Standards 2021** (hereinafter also "GRI Standards") defined by the **Global Reporting Initiative (GRI)**, secondo l'opzione "with reference".

The principles used to define the contents and guarantee the quality of these Financial Statements are the **Reporting Principles** defined by the GRI Standard 1: **Foundation** (completeness, sustainability context, accuracy, verifiability, clarity, comparability, balance, timeliness).

Main calculation criteria

The qualitative-quantitative information contained in this Sustainability Report was collected through specific interviews with the heads of the main company departments and functions.

Below are the methods of calculation of some indicators reported in the different sections of the Financial Statements.

For environmental data, a conservative approach was adopted in the assumptions made.

Energy consumption

The energy consumption of Colorobbia Italia, deriving from electricity, diesel and natural gas, was calculated in terms of Gigajoule (GJ).

To standardise the different energy carriers, the conversion factors in the table "**UK Government GHG Conversion Factors for Company Reporting – Fuel properties**" of the UK Department for Environment, Food & Rural Affairs (DEFRA) of 2022 were used.

Direct (Scope 1) and indirect (Scope2) emissions

Greenhouse gas emissions were calculated based on the principles included in the **"GHG Protocol Corporate Accounting and Reporting Standard"**,

the standard published by **The Greenhouse Gas Protocol Initiative** Initiative in terms of CO₂ equivalent and determined as shown in the table.

DIRECT EMISSIONS OF GHG (SCOPE 1)		
SOURCE	ACTIVITY	EMISSION FACTOR
Natural Gas Diesel Refrigerant gases	Consumption of natural gas, diesel and use of refrigerant gases	DEFRA (Department for Environment, Food and Rural Affairs)

INDIRECT EMISSIONS OF GHG (SCOPE 2)		
SOURCE	ACTIVITY	EMISSION FACTOR
Electricity purchased from the national grid - according to the location-based method	Electricity consumption	Terna, International Comparisons (Total Gross Production)
Electricity purchased from the national grid - according to the market-based method	Electricity consumption	AIB - Residual Mix

Health and Safety

The accident rate is calculated as the ratio between the total number of recordable accidents, excluding commuting ones, and the number of hours worked in the same period, multiplied by 1,000,000.

Employees

The incoming turnover rate was calculated by taking into account the number of hires out of the total number of employees.

The outgoing turnover rate, expressed as a percentage, instead corresponds to the number of terminations on the total number of employees.

Information and Contacts

For information and further information on the contents of this Sustainability Report, please contact the following address:

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verdianii@colorobbia.it

The standards defined by the Global Reporting Initiative (GRI) are a reference for organisations around the world and are used to measure and communicate, with the highest level of transparency, performance in terms of sustainability.



GRI Content Index

Statement of use	Colorobbia Italia has submitted a report with reference to the GRI Standards for the period 01.01.2022 - 31.12.2022
Title of GRI 1 used	GRI 1 - Foundation 2021
GRI Sector Standard(s) that apply to the organization's sector(s)	N/A

STANDARD GRI	DISCLOSURE	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASON	EXPLANATION	
General Information						
GRI 2 – General Information 2021	2-1 Organisational Details	1. About us: Colorobbia Italia				
	2-2 Entities included in the organisation’s reporting and sustainability	Methodological Note				
	2-3 Reporting period, frequency and point of contact	Methodological Note				
	2-4 Information Review	Not applicable, as it is the First Sustainability Report of the Company				
	2-5 External Assurance	This document is not subject to external assurance				
	2-6 Activities, work chain and other business relationships	1.About us: Colorobbia Italia				
	2-7 Employees	5. Human resource management				
	2-8 Non-employee workers	5. Human resource management				

STANDARD GRI	DISCLOSURE	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Informazioni Generali						
GRI 2 – General Information 2021	2-9 Governance structure and composition	1.3 Our governance model				
	2-11 Chairman of the highest governance body	1.3 Our governance model				
	2-12 Role of the highest governance body in controlling impact management	1.3 Our governance model				
	2-13 Delegation of responsibility for impact management	1.3 Our governance model				
	2-14 Role of the highest governance body in reporting and sustainability	1.3 Our governance model				
	2-16 Communication of critical issues	1.3 Our governance model				
	2-17 Collective knowledge of the highest governance body	1.3 Our governance model				
	2-19 Remuneration rules	5.1 The enhancement of people’s well-being				

STANDARD GRI	DISCLOSURE	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASON	EXPLANATION	
General Informations						
GRI 2 – General Information 2021	2-21 Annual total compensation ratio	5.1 The enhancement of people’s well-being				
	2-22 Declaration on the sustainable development strategy	5.1 The enhancement of people’s well-being				
	2-23 Policy commitment	Lettera agli Stakeholder				
	2-25 Processes aimed at remedying negative impacts	1.4 Our governance model				
	2-26 Mechanisms for requesting clarification and raising concerns	1.4 Our governance model				
	2-27 Compliance with laws and regulations	1.4 Our governance model				
	2-28 Membership of associations	The Group actively participates in working groups and initiatives to: - Federchimica; - Centro Italiano Enamelti Porcellanati - Confindustria Modena; - Confindustria Firenze; - The Lead Reach Consortium.				

STANDARD GRI	DISCLOSURE	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Material Topics						
GRI 3 - 2021 material topics	3-1 Material Topic Determination Process	2.1 Materiality analysis				
	2-22 Declaration on the sustainable development strategy	2.1 Materiality analysis				
Economic Performance						
GRI 3 - 2021 material topics	GRI 3-3 Management of material topics	6.2 Creating value for stakeholders				
GRI 201 - Economic Performance 2026	201-1 Direct economic value generated and distributed	6.2 Creating value for stakeholders				
Market Presence						
GRI 3 - 2021 material topics	GRI 3-3 Management of material topics	5.1 The enhancement of people’s well-being				
GRI 202 - Market presence	202-2 Proportion of senior management hired from the local community	5.1 The enhancement of people’s well-being				

STANDARD GRI	DISCLOSURE	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASONS	EXPLANATION	
Energy						
GRI 3 - 2021 material topics	GRI 3-3 Management of material topics	4.2 The fight against climate change				
GRI 302 - Energy 2016	GRI 302-1 Energy consumed within the organisation	5.1 The fight against climate change				
Water and effluents						
GRI 3 - 2021 material topics	GRI 3-3 Management of material topics	4.4 The protection of water resources and biodiversity				
GRI 303 - Water and effluents 2018	GRI 303-3 Water withdrawal	4.4 The protection of water resources and biodiversity				
	GRI 303-3 Water withdrawal	4.4 The protection of water resources and biodiversity				
	GRI 303-4 Water discharge	4.4 The protection of water resources and biodiversity				
	GRI 303-5 Water consumption	4.4 The protection of water resources and biodiversity				

STANDARD GRI	DISCLOSURES	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Emissions						
GRI 3 - Management of material topics	GRI 3-3: Management of material topics	4.2 The fight against climate change				
	GRI 305-1: Direct (Scope 1) GHG emissions	4.2 The fight against climate change				
GRI 305 - Emissions 2016	GRI 305-2: Energy indirect (Scope 2) GHG emissions	4.2 The fight against climate change				
	GRI 305-7: Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	4.3 Attention to air quality				

STANDARD GRI	DISCLOSURES	LOCATION	OMISSIONS			NOTES
			REQUIREMENT OMITTED	REASON	EXPLANATION	
Waste						
GRI 3 - 2021 material topics	GRI 3-3 Management of material topics					
GRI 201 - Economic performance 2026	GRI 306-1: Waste generation and significant waste-related impacts					
GRI 3 - 2021 material topics	GRI 306-2: Waste generation and significant waste-related impacts					
GRI 202 - Market presence	GRI 306-3: Waste generated					
	GRI 306-4: Waste diverted from disposal					
	GRI 306-5: Waste directed to disposal					

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SUSTAINABILITY REPORT 2022

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