

Impact Report 2022



2022 Impact Report



Contents

01	Introduction	6
	<i>Letter to stakeholders.....</i>	<i>7</i>
	<i>Methodological note</i>	<i>8</i>
02	Tecnosystemi	10
	<i>Our values.....</i>	<i>11</i>
	<i>Our identity between sustainability and business.....</i>	<i>12</i>
	<i>A new business model.....</i>	<i>14</i>
	<i>Our stakeholders.....</i>	<i>15</i>
	<i>Our history.....</i>	<i>16</i>
	<i>Our economic growth.....</i>	<i>18</i>
	<i>Products and markets.....</i>	<i>19</i>
03	Roadmap	20
	<i>2022 Highlights</i>	<i>22</i>
	<i>Being a Benefit Company.....</i>	<i>24</i>
	<i>B-Impact Assessment.....</i>	<i>25</i>
	<i>Our goals for the common good.....</i>	<i>26</i>
04	Climate action	30
	<i>Measuring emissions to reduce our impact.....</i>	<i>32</i>
	<i>Renewable energy sources and energy efficiency.....</i>	<i>34</i>
	<i>The ‘Urban Forestation’ project</i>	<i>34</i>
	<i>Summary table.....</i>	<i>37</i>

05	Producing responsibly	38
	<i>Circularity of products and processes.....</i>	<i>40</i>
	<i>The increasingly mindful use of materials.....</i>	<i>42</i>
	<i>Projects: LCA - Plant energy audit.....</i>	<i>44</i>
	<i>Sustainable supply chain.....</i>	<i>44</i>
	<i>Summary table.....</i>	<i>45</i>
06	Take action for the territory	46
	<i>Mindful and responsible commitment to the community.....</i>	<i>48</i>
	<i>Supporting local associations and promoting medical research.....</i>	<i>49</i>
	<i>Equal opportunities and social inclusion.....</i>	<i>50</i>
	<i>Culture.....</i>	<i>52</i>
	<i>Summary table.....</i>	<i>53</i>
07	Take action for people	56
	<i>Human capital is the real wealth of companies.....</i>	<i>58</i>
	<i>Developing and enhancing skills.....</i>	<i>60</i>
	<i>Health and well-being.....</i>	<i>62</i>
	<i>Health and safety in the workplace.....</i>	<i>62</i>
	<i>Corporate welfare.....</i>	<i>63</i>
	<i>Engagement.....</i>	<i>64</i>
	<i>Summary table.....</i>	<i>64</i>
	<i>Reconciliation table.....</i>	<i>68</i>
	<i>Tecnosystemi’s glossary.....</i>	<i>69</i>

01

Introduction

Letter to Stakeholders
Methodological note

Letter to Stakeholders

AWARENESS. CREDIBILITY. REPUTATION.

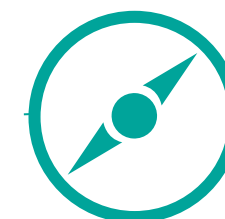
We see this document as a **wake-up call**. It is about taking a stand. A true act of **awareness**. Awareness is our word for this year and the next. It means knowing our goals, who we are, where we are going and what our role is. It is this role that we want to talk to you about. The new role of entrepreneurs is first and foremost one of **social commitment**. We have been entrusted with a great **responsibility** that goes far beyond managing the business. We must represent the people who work with us, we must be a point of reference for new generations, a **positive example**. We need to have credibility and a strong reputation, we need to convey the idea that we all have an impact on everything around us, on the **land**, on the **environment**, on **people**, every day. We need to promote the **culture of sustainability** that manifests itself in small things every day. Small decisions that will make a difference tomorrow for those who will come after us.

As a business, we also have a responsibility to look after the well-being of our employees and to ensure that they live in an environment that fosters learning and growth. We do this in our own small way, through our many **continuous process improvement** projects, through certifications and, above all, by adopting a corporate mindset and **language** that can make this a **cohesive team**. Coherence with the objectives and future of our company, as set out in our strategic plan, proof that we must not think about today, which is already in the past, but about future decisions and consequences. Reducing inequalities, opening up to others, breaking down social, economic and cultural **barriers**: this is how we want to co-create a more inclusive world.

Ours is a company of skills and **values** that are written and shared with **transparency** so that each person can make a choice. Choosing whether to be part of it, sharing our identity.

There is still so much to be done: we are planning new certifications, we are writing new processes and social commitments, but all of this will only happen if we take the first big step: the development of awareness. Awareness is the greatest agent of **change**.

Happy reading.

Methodological note

From awareness to change.

For us, the 2022 Impact Report represents a further step in the company's journey towards the **pursuit of the common good** that began in 2021. Our starting point is awareness: being aware of who we are and who we want to be, what our goals are, what **our purpose** is. As part of this realization, it was important to us to review our *governance* documentation, to better reflect and **communicate our change**, with awareness and transparency. In fact, this second edition of the document introduces important new elements compared to the previous version, a sign of a change aimed at continuous improvement.

The **revision of the specific objectives of the common good**, which led to an amendment of the Articles of Association, was the first major change from the first edition. In particular, in relation to four specific objectives that form the pillars on which our pursuit of the common good rests, we have recognised the transversal and overarching nature of the synthetically named "Company of Value" objective. We have also redefined the descriptions of the four specific objectives, which remain based on the themes identified in the first edition of the document.

The content of the 2021 edition of the goals and actions planned for 2022 has been revised and reorganised to be more in line with the new description and structure of the specific goals, while maintaining for each the references to the objectives of the 2030 Agenda, reaffirming our commitment to the Sustainable Development Goals defined by the UN.

Another important new element is the identification, where possible, of **indicators (KPIs - Key Performance Indicators)** corresponding to the actions planned and implemented. This aspect, which is undoubtedly an improvement and in line with *best practice*, allows the reader a more effective appreciation of our commitment to the pursuit of the common good. This choice makes our commitment more substantial and is particularly relevant and challenging from a forward-looking perspective, thanks to the publication of targets against which we intend to measure and subsequently report our impact in the four areas identified.

Action was also taken on the structure of the document. The 2022 Impact Report contains a first, more general part, which includes the presentation of our corporate identity, the summary of our concrete commitments, the new version of the specific objectives for the common good and the result of the impact assessment carried out, as in 2021, in accordance with the B Impact Assessment Standard ('Our Path to Sustainability').

The second part of the document is structured according to specific objectives for the common good. For each objective, we present the results we have achieved in 2022 and the objectives we want to achieve in 2023 (actions, indicators and targets).

02

Tecnosystemi

- Our Values
- Our identity between sustainability and business
- A new business model
- Our stakeholders
- Our history
- Our growth
- Products and markets

Our Values

The real reason behind our actions.

We are driven by ideas, by new paths, by projects that are the result of our day-to-day commitment to improvement. This is only possible through people, our human capital. In 2021, we completed an important project, namely the drafting of our Charter of Values. We wanted to interview all our employees through specific *focus groups* to understand what is important to them, what *drives* their day-to-day behaviour and decisions. The result is a very important document that puts the values of all our people on paper, because - as our CEO says - **“we are the multinational of values”**.

#fairness

Respecting the rules, the rights of others and recognising what is due to them.

#humility

Willingness to understand strengths and weaknesses in order to implement actions of continuous improvement.

#loyalty

Honesty, consistency with principles and values, with a sincere and transparent attitude.

#respect

Respect for ourselves and others with kindness and reciprocity.

#health

Commitment to and protection of the health of our employees, respect for the environment and the creation of a positive working environment.

#growth

Project vision ready for new challenges through study and daily commitment.

#trust

Professionalism means conveying confidence, keeping your word and respecting agreements.

#family

Sharing values and principles that unite us and guide us in our daily actions.

#inclusion

Valuing all diversities for the creation of a fair, equal and cohesive system.

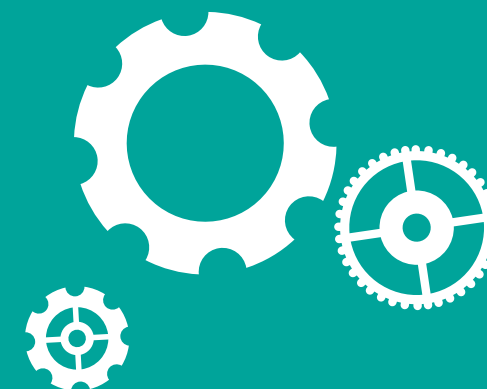
#open-mindedness

Curiosity, openness towards new and different ideas, accepting to put ourselves to the test.

Our Identity
between sustainability and business.

We offer
technical ***solutions***
for installers, resellers and designers
through a broad and diversified
offer to meet
any ***need***.

We want to create and
consolidate partnerships
that create ***value*** and
mutual growth.

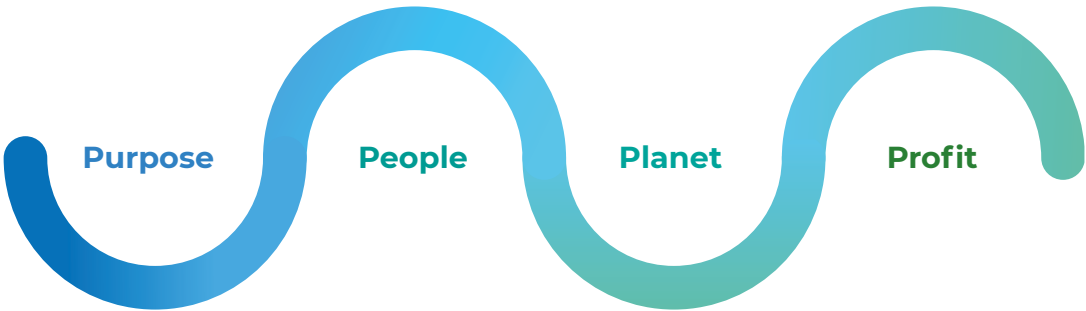


How we do it

#personalisation
#functionality
#experience
#closeness to customers
#expertise
#continuity
#flexibility
#speed

A new business model.

From economic sustainability to social entrepreneurship.



Who said that the ultimate goal of a company is only to make a profit?

We like to talk about value creation. Economic, social, cultural, environmental value.
A value we build together, to set an example, to build relationships.
A vision that looks to the **future**, to those who will come after us, but that makes us better as we think about it and plan it.

In this way economic, social and environmental sustainability are linked in a central concept of **social entrepreneurship**.
A new way of doing business and **being a company**, with a defined and precise role, which led us to the decision to become a **Benefit Company** in order to go beyond the word 'sustainability' - perhaps a little too overused - and put a concrete commitment on paper.
A concrete commitment that began with an important decision: to change our company name and our Articles of Association. We chose the Benefit Company model because we believe that our *stakeholders* need **substance**, facts. Concrete actions that must be thought out, planned and shared. This approach guides all our business. So everything takes on a new form: a new product is designed because we listen to a customer who has a need, we look for sustainable materials to make it, we try to instil that culture throughout the supply chain, and then we produce it responsibly, avoiding waste right down to its packaging and shipping, trying to reduce the **impact** as much as possible. We cannot do business without considering our impact, which we must be fully responsible for and **aware** of.

Our stakeholders.



Our history



1992
Tecnosystemi was founded and began its history marketing a small range of accessories for air conditioning.



1996
It marked the important transition of Tecnosystemi from a sales company to a production company.



2001
The company moved to the current site in Vittorio Veneto.



2013
Tecnosystemi has evolved and reached the current company structure, with the family of Anna Munari and Giorgio Rigoni at the helm, marking its definitive take-off.



2021
Development and creation of a corporate Academy for the continuous training and updating of our employees.



2021
Tecnosystemi becomes a Benefit Company, an important turning point with the integration, down on paper, of the common good into our corporate purpose.



2022
Implementation of our automated warehouse.



2022
Launch of the 'Health' project for our employees.

The little big steps of our growth.



2016
Integration of Slim2K, a WMS system for automatic warehouse management, in an increasingly digital perspective.



2017
Energy requalification and installation of the first 500 kWp photovoltaic system on the entire roof surface.



2019
Construction of Tecnosystemi's third production warehouse dedicated to the shipping and acceptance area and the future automated warehouse.



2020
Redesigning the headquarters: a radical transformation for the health and well-being of people.



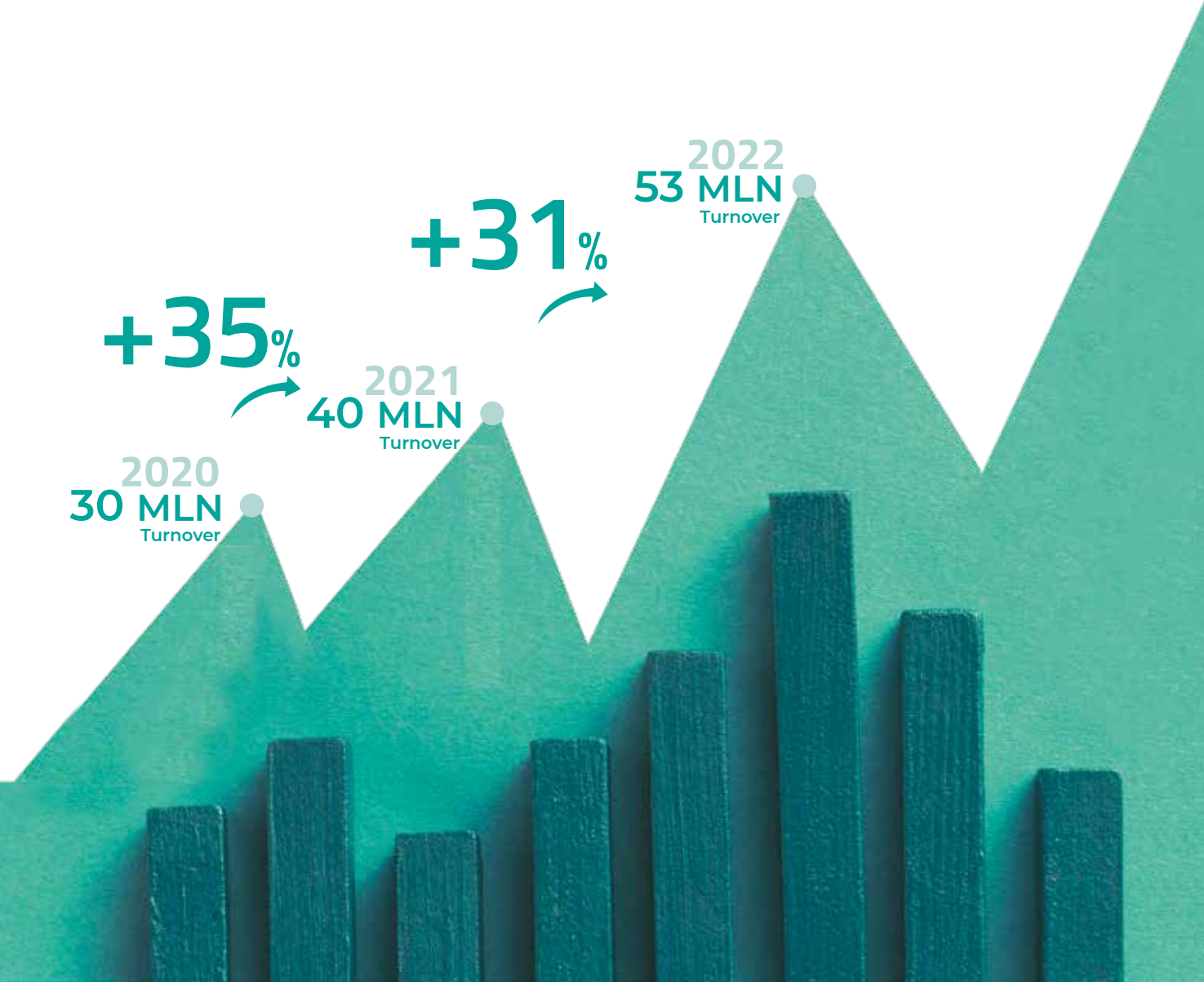
2022
Further expansion of the photovoltaic plant for energy efficiency optimisation.



2022
Acquisition of production plant 2.

#future
#dialogue
#opportunities

Our economic growth



Products and markets

We design and manufacture a diverse range of air conditioning, ventilation and air exchange accessories. We have always pursued a strategy of **diversification** in order to meet the needs of a wide range of customers in Italy and abroad. We strongly believe in the value of in-house production **know-how** and, thanks to continuous research, we invest in new production technologies for the manufacture of our *Made in Italy* products.



03

Roadmap

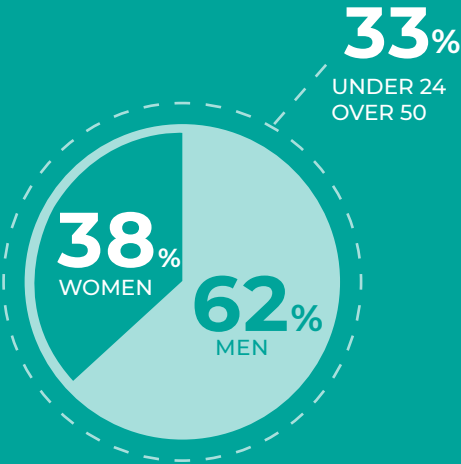
Highlights
Being a Benefit Company
B-Impact Assessment
The goals for the common good

2022 Highlights

THE TEAM

131 EMPLOYEES

+24% compared to 2021



3 MEMBERS OF THE BOARD OF DIRECTORS

8 DEDICATED PEOPLE IN R&D

5 DAYS LEAD TIME

4 PROJECTS HEALTH AND WELL-BEING

107 CHECK-UPS DEDICATED TO PREVENTION



8 NATIONALITIES IN THE COMPANY

EXPERIENCE

30 YEARS OF BUSINESS EXPERIENCE

9 REGISTERED PRODUCT BRANDS

5.600 CATALOGUE ITEMS

2 QUALITY CERTIFICATIONS



COMMITMENT

457 TONS OF CO₂ SAVED IN 2022

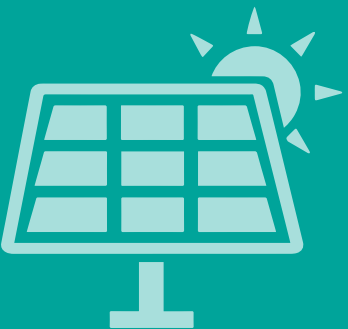
1.172 TOTAL INSTALLED POWER

10.961.572

PIECES PRODUCED IN 2022 ONLY

2 PRODUCTION PLANTS

28.100 SQM TOTAL PRODUCTION AREA



Being a Benefit Company

A new awareness of the community, the territory and the environment.

Italy was the first country in Europe to introduce the “Benefit Company” as a corporate form *for companies that “in the exercise of an economic activity, in addition to the purpose of distributing its profits, pursues one or more purposes of common interest and operates in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social goods and activities, bodies and associations and other stakeholders”* (Italian Law No. 208/2015, Art. 1, par. 376). According to data collected in June 2022, there are more than 2,100 Benefit Companies in Italy, compared to just under 1,000 in 2021 (source: Assobenefit). The growing trend confirms the increasing focus of companies on **innovative** and **sustainability-oriented business models**.

In its corporate purpose, a Benefit Company is required to state its commitment to the achievement of a **common good**, which is therefore a legal obligation of a statutory nature. In this way, the Benefit Company formalises its identity and secures its mission in the medium to long term. A Benefit Company is therefore characterised by a *double purpose*, inspired by the paradigm of shared value creation, in which the pursuit of shareholder interests is accompanied by a commitment to generate one or more positive impacts and/or reduce negative impacts on one or more categories of *stakeholders*.

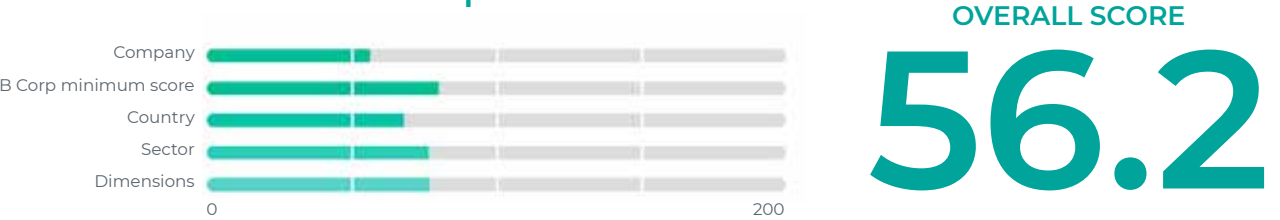
The Benefit Company is required to report transparently on the pursuit of the common good and to communicate to *stakeholders* its **impact**, measured against an external evaluation standard that highlights the effects on governance, employees, other stakeholders and the environment. *Stake-*

holders can assess the results achieved by the company in terms of its impact on society and the environment, using a **methodological approach** that has the same characteristics of rigour and completeness as the economic-financial dimension. At Tecnosystemi, we have adopted the B Impact Assessment (**BIA**) as our assessment standard. BIA is currently the most widely used measurement standard in the world, adopted by more than 150,000 companies. The standard is divided into five impact areas: governance, workers, community, environment and customers. The measure of the company’s overall impact is summarised in a score on a scale of 0-200 (achieving a score of 80 is the first step towards B Corp® certification).

Another key aspect for the Benefit Company is the organisational dimension, represented by the monitoring of the pursuit of the common good stated in the Articles of Association. More specifically, the Benefit Company must designate a responsible person (or persons) entrusted with functions and tasks aimed at pursuing the specific purposes identified. Tecnosystemi has appointed Monica Zangrando as Impact Manager, responsible for activities required by Italian Law 208/2015, including preparing the annual Impact Reports. However, we should stress that the preparation of this document is the result of a **joint effort** on the part of all the people involved in our business units. The aim is to progressively spread throughout the organisation, at all levels, an **awareness** of the impact of the decisions and actions taken by each individual on the common good and thus on the company’s **approach to value** creation.

B-Impact Assessment

We assess ourselves to improve.



The BIA is the **world’s most widely used standard for measuring** economic, social and environmental impacts, and we have used it to self-assess our impacts by completing a questionnaire. The BIA is divided into five ‘impact areas’. The weight of each area in the total score is considered against the principle of materiality. The combination of questions makes it possible to assess both intended and unintended impacts on key *stakeholder* groups. In fact, the composite score resulting from the

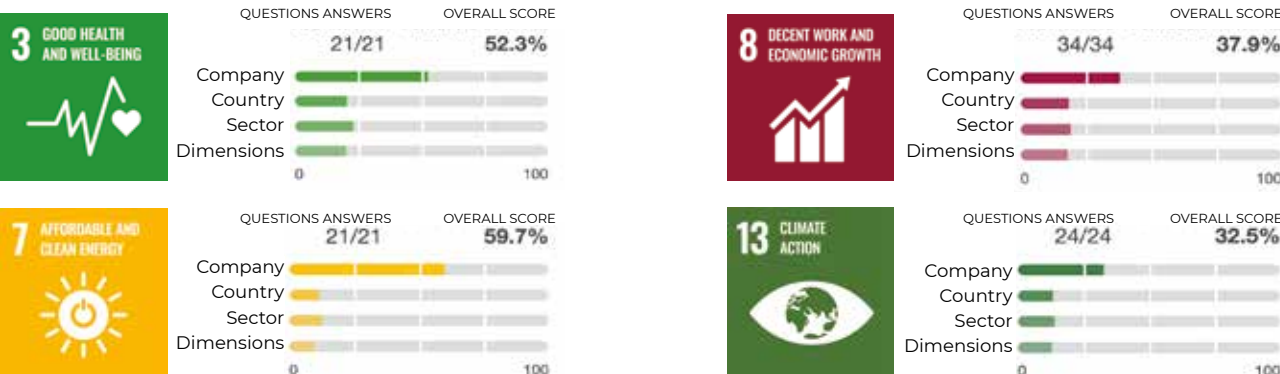
completion of the questionnaire allows us to analyse our company profile in terms of sustainability on a scale of 0 to 200. We are aware that this is only a starting point for us. Completing the questionnaire, by engaging all the functions involved, has enabled us to raise awareness of the impact areas we need to focus on so that we can continually improve our performance as a Benefit Company.

2030 Agenda - Our SDG performance

SDG Action Manager is the management tool to help us self-assess and measure the impact of our *performance* against the individual goals of the 2030 Agenda.

This enables us to assess ourselves on an annual basis, with the aim of planning and sharing **medium- and long-term improvement actions**.

The most relevant performance SDGs for us



Our goals for the common good



Tecnosystemi a company of value

Prosperity means developing the business by considering people and stakeholders as one big community; we are committed to making a profit that is at the service of sound, conscious and sustainable business growth, protecting the entire ecosystem made up of people and territory. Our business model is expressed through four objectives that we are committed to pursuing to serve the common good. This is why we also wanted to include them in our Articles of Association: to certify our commitment to generating positive impacts on everything around us.

#people
#territory
#community



AGIRE CLIMATE ACTION

Business development with a concrete commitment, in partnership with stakeholders, to fight climate change to reduce emissions that cause global warming.



TAKE ACTION FOR THE TERRITORY

Social and cultural development of the territory through the support of charitable organisations and the promotion of initiatives and projects that contribute to the well-being of the community.



PRODUCING RESPONSIBLY

Development of innovative processes and products, based on a circular economy model, promoting the adoption of conscious and sustainable practices in the supply chain.



TAKE ACTION FOR PEOPLE

Development of a safe and inclusive working environment, offering training opportunities, developing talent and stimulating active participation.



04

Climate action



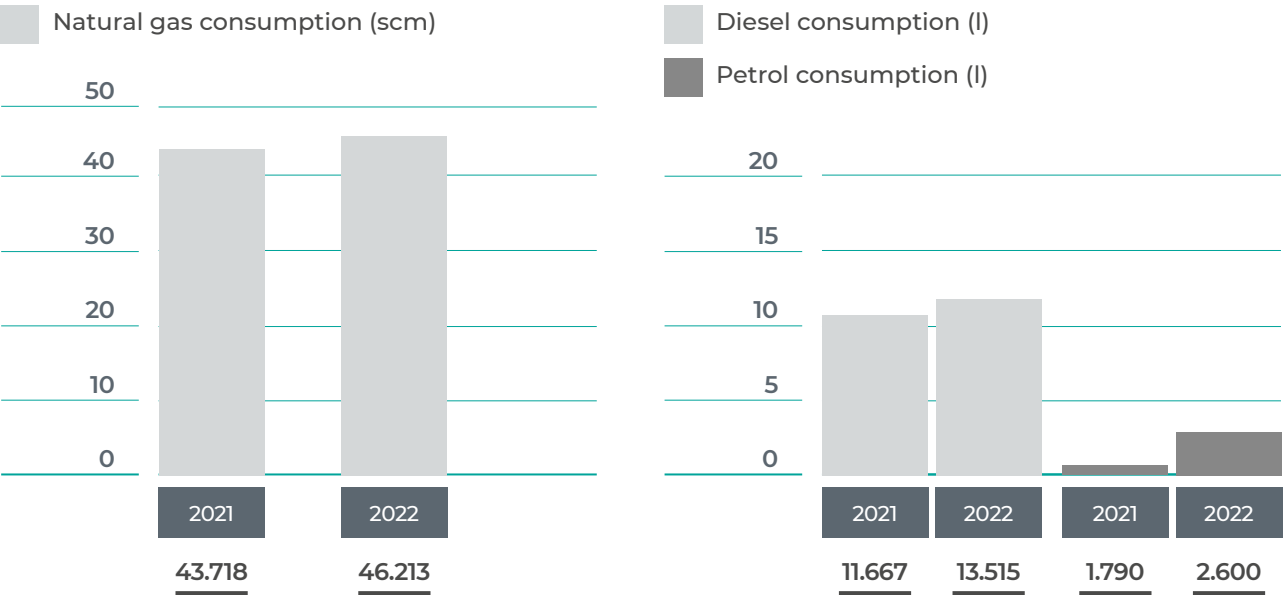
Climate action

Measuring emissions to reduce our impact.

A **first area** of action is to progressively reduce the greenhouse gas emissions generated by the business, both directly and indirectly. To this end, the company is committed to the progressive adoption of **renewable energy sources**, which reduce pollutant emissions and have other benefits in terms of overall environmental impact.

Renewable sources are, by definition, essentially inexhaustible, so there are no supply problems, no need for storage and no waste to dispose of. At the same time, we are committed to **optimising our energy consumption** through the implementation of a series of systematic and structural **efficiency** measures.

Energy consumption

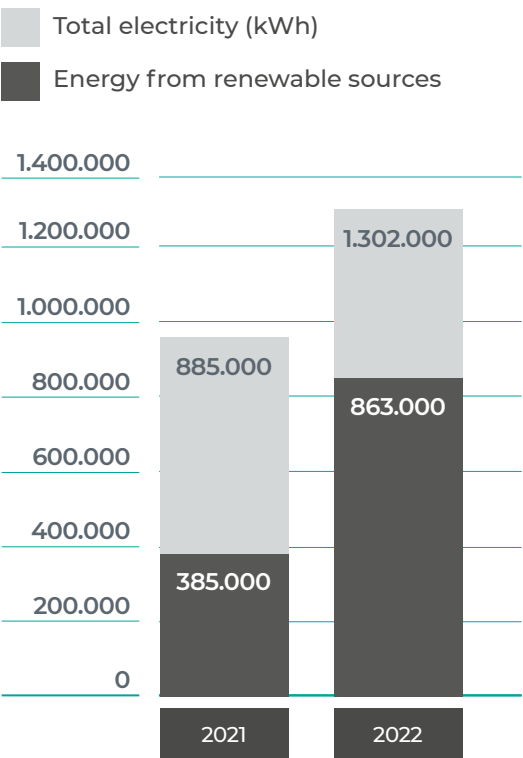


Direct GHG emissions (scope 1) CO₂ equivalent (t)

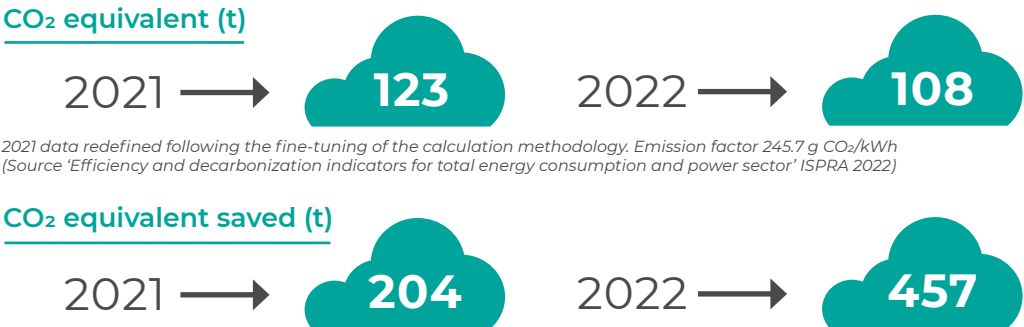


Source DEFRA 2022

Energy consumption



Indirect GHG emissions from energy consumption (scope 2)



2021 data redefined following the fine-tuning of the calculation methodology. Emission factor 245.7 g CO₂/kWh (Source 'Efficiency and decarbonization indicators for total energy consumption and power sector' ISPRA 2022)

Data calculated on the basis of the average value of CO₂ emissions from electricity production in Italy. Emission factor of the electricity mix of 0.53 g CO₂/kWh (Source 'Ministry of the Environment')

Renewable energy sources and energy efficiency optimisation

2022 Results

We are committed to progressively reducing the greenhouse gas emissions from our operations. This commitment mainly took the form of **the expansion of the plant's photovoltaic system**, with a total installed capacity of **1172 kWp** which allowed us to **avoid the emission of no less than 457 tonnes of CO₂ into the atmosphere**. In 2022, our **CO₂ emissions savings were 45% higher** than in 2021.

2023 Targets

Improving our impact on the climate means **reducing emissions at source** through a series of carefully designed actions:

✔ Installation of a photovoltaic system in the new plant, with an installed capacity of **427.12 kWp** and an expected annual production autonomy of 75%, thus avoiding the emission of **230 tonnes of CO₂** per year into the atmosphere;

- ✔ Conducting a **study** to assess the the feasibility of creating a **'Tecnosystemi' Energy Community**, which would make it possible to optimise the use of energy resources, avoiding waste and thus reducing emissions into the atmosphere;
- ✔ Initiation of an **energy audit** for mapping energy consumption in relation to **plant** production in order to identify opportunities for improvement;
- ✔ **Installation of a LED LIGHTING** installation with DALI system (Digital Addressable Lighting Interface) in production plant 2 to optimise energy consumption and avoid waste;
- ✔ Implementation of an **electric/hybrid mobility project** for transferring people between plants: integrating three Tecnosystemi-branded hybrid vehicles into the company car fleet.

The 'Urban Forestation' project We sow today to improve our tomorrow.



Masterplan zoom



The second area of action is the implementation of **climate mitigation** projects that complement the reduction of pollutant emissions at source. These include **forest sinks**: through photosynthesis, trees 'naturally' absorb CO₂emissions, preventing them from accumulating in the atmosphere and thus counteracting the greenhouse effect. Thanks to a **urban forestation** project, which is very important for us, we are committed to offsetting the CO₂ emissions generated by our production site.



The project

Every company has its roots and develops in a territory that it cannot afford to ignore it, but must take care of it. We are deeply rooted in the local community and want to grow together with everything around us. We want to create a better ecosystem for the families who live there, for the people who work there, for the new generations who are studying to become tomorrow's professionals. This is where the great 2023 forestation project was born and developed: a real project to **redevelop the municipal green area** in our industrial area and opposite our company. We want to seize a valuable opportunity to give a park to the industrial area, a green space **for people** that can create **well-being** for the **community** and the **environment**, with a significant reduction in emissions. We entrusted this task to a leading international landscape architect, Joao Nunes, with the precise intention of combining art, creativity and territory, developing the concept of beauty and decoration by creating a great green space in the city. The project covers the area opposite the company's headquarters, with a total surface area of approximately 8500 square metres. Our aim is to increase the ecological capacity of the area, which is currently suffering from the lack of tall vegetation and is therefore 'poor' in terms of resilience, by planting groups of trees that will allow it to develop its own microclimate. The choice of vegetation to be planted has been

Climate action

CO₂ equivalent saved (t)



carefully planned by calculating the best *carbon capture* , i.e. how much each planted specimen will reduce CO₂ in the ecosystem.

2022 Results | 2023 Targets

The first of the **78 trees** included in the project were planted in December 2022; this will be followed by the planting of **600 shrubs** in 2023. The result of the CO₂ offset calculation shows that a **CO₂ offset of 236 tonnes** per year will be achieved with mature plants. This is a very important project for us, one that we really wanted for the whole community and for future generations.



#opportunities
#act
#impact

Our Climate Action
between impact reduction and offsets.



Summary table.

Areas	2022 Actions			2023 Targets		
	Actions	KPIs	Results	Actions	KPIs	Objectives
Renewable energy sources and energy efficiency	Expansion of the photovoltaic installations plant 1	CO ₂ saved tonnes/year CO ₂ saved compared to 2021 %	457 45	Installation of a new photovoltaic system new plant 2	CO ₂ saved tonnes/year	230
				Energy community	/	Assessment of feasibility
				Energy audit for the plant	/	Start of project
				Installation of the LED lighting system	No. of lighting fixtures CO ₂ saved tonnes/year	185 2.4
				Electric/hybrid mobility project	No. of vehicles	3
Urban forestation	Launch of the 'New green area' project *	No. of trees planted	78	Completion of the 'New green area' project	CO ₂ captured tonnes/year	236

*"Forestation Project" action in the 2021 Impact Report

05

Producing
responsibly



Circularity of products and processes: when waste becomes a valuable resource.

The first area within the ‘Producing Responsibly’ objective concerns the circularity of products and processes, i.e. the realisation of products and production processes that are inspired by the circular economy model. As stated on the European Parliament website: ‘The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, the life cycle of products is extended and waste is minimised. When a product reaches the end of its life, its materials are kept within the economy wherever possible thanks to recycling. These can be productively used again and again, thereby creating further value.’

For us, circularity is an extremely virtuous project and objective. In 2021, we conducted a thorough analysis of our processes to understand how could can improve towards a **more responsible approach to production**.

We have learnt that, given the technical-functional characteristics and destinations of the products of our internal production, it is not possible, in the current state of scientific and technological development, to aim for 100% circularity. Nevertheless, we want to make our own contribution and implement virtuous processes, not only in our internal production, but also by spreading the culture of the circular economy to all our suppliers. Indeed, we seek to **steer the behaviour of** our primary *stakeholders*, in line with the logic of sustainable development.



Waste not intended for disposal

NON-HAZARDOUS WASTE		
TYPE OF WASTE	2021 (t)	2022 (t)
Plastic waste	97	39
Dust and particles of ferrous materials	0,1	0
Paper and cardboard packaging	57	63
Plastic packaging	15	17
Wood packaging	88	98
Mixed material packaging	33	33
Equipment no longer in use containing Chlorofluorocarbons, HCFCs, HFCs	2	0
Equipment no longer in use containing hazardous components	0,2	0
Copper, bronze, brass	3	4
Aluminium	0,9	2
Mixtures and slag cement, bricks etc	0	6
Iron and steel	69	80
TOTAL	363	342

HAZARDOUS WASTE		
TOTAL	2	0

WASTE NOT INTENDED FOR DISPOSAL (tonnes)	365	342
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Waste intended for disposal

NON-HAZARDOUS WASTE			
	2021 (tonnes)	2022 (tonnes)	Disposal
Dry waste	1	1	Landfill

HAZARDOUS WASTE			
Toner	0,026	0,033	Landfill

WASTE NOT INTENDED FOR DISPOSAL (tonnes)	1,026	0,033	
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The increasingly conscious use of materials...

Too often, the focus on sustainability in plants is only in terms of the manufacturing processes by which products are made. In fact, our focus is on the entire supply chain, from the materials to the product itself. Materials is a macro issue that has a major impact on the entire supply chain and therefore requires special attention. We have conducted specific studies and in-depth research in order to increase the virtuous use of materials that have characteristics consistent with our circular economy model, both for our products and their packaging.

...for the manufacture of our products...

2022 Results

Specifically, we have chosen to use a total of 950 tonnes of *bio-based*, compostable, biodegradable, recyclable or recycled materials (equal to 41% of the total materials used) in the manufacture of products in 2022.

We share two *best practices* through which we completed our project:

- ✓ For the Extreme product line, we chose to use **rubber derived** from **recycling** of used tyres (amounting to 800 tonnes);
- ✓ For the cover of the Regio syphon, we have **replaced plastic** (about 300 kg) with **biopolymers** derived from **renewable sources** (about 15% of the material used for the component).

2023 Targets

By 2023, we aim to significantly increase **the use of bio-based**, compostable **biodegradable, recyclable or recycled materials**, to **more than 1,100 tonnes** (+6% compared to 2021). We aim to achieve this through the following actions and projects:

- ✓ For the **Extreme** product line, we plan to use rubber from recycled tyres **(1,000 tonnes)**;
- ✓ For the **Regio** syphon cover, we plan to use biopolymers from **100%** renewable sources (about **2 tonnes**);
- ✓ For the production of the single corrugated **condensate drain pipe**, we aim to use **bio-based or recycled polyethylene** (approx. **180 tonnes** or **100 per cent** of the material used for the component).

... in the use of packaging

2022 Results

For the production of *packaging*, a total of **23.4 tonnes of bio-based, compostable biodegradable, recyclable or recycled materials** were used in 2022. The actions that led to this result are:

- ✓ The use of recycled cardboard for packaging (**8.4 tonnes**);
- ✓ The use of **LDPE** film (low-density polyethylene, recyclable) for the packaging of Excellens and Optima ducts accessories (**15 tonnes**).

2023 Targets

By 2023 we aim to improve the circularity of packaging. We want to pursue this through the following sustainable choices:

- ✓ **Replacing 30% of the polyethylene film** used to package Optima and Excellence accessories with industrial **compostable biodegradable material** (**4.5 tonnes**).
- ✓ **Increasing by 10%** the **amount of recycled cardboard** used as packaging filler compared to 2022.

... we reuse waste

2022 Results

We are committed to minimising the waste of resources to reduce negative environmental impacts by reusing production waste in the manufacturing process to make new products. We give waste **a new life**. One example among many: **41.2 tonnes of PVC** deriving from production waste were sent for **recycling**, allowing the reuse of 31.9 tonnes of material.

2023 Targets

- ✓ We are ready to implement a number of measures in 2023 as well.
- ✓ We will recycle 3 tonnes of waste polyethylene deriving from the production of the single corrugated condensate drain pipe;
- ✓ We will recycle 2% more PVC from production waste compared to 2022;
- ✓ We will design a new area to house the machinery that will enable us to recycle and reuse materials from production waste.

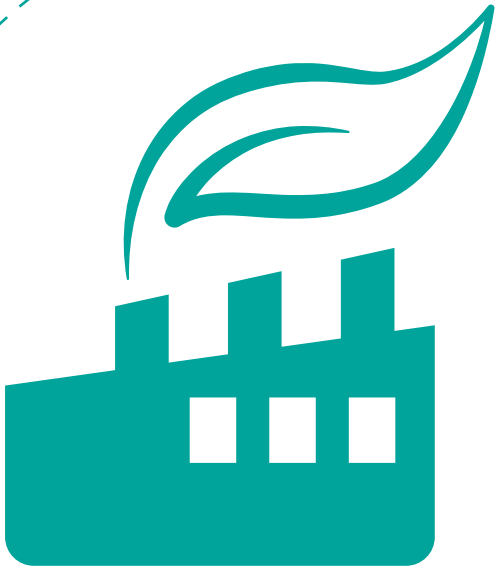
Disposables: a threat to the environment

We are carefully assessing the impact on the environment of disposable materials used for daily cleaning, both in production and in offices. In 2022, we used 20 kg of disposable wipes, which were disposed of as dry waste at a very high cost.

2023 Targets

Purchase, use and testing of Mewa universal, multi-purpose **industrial wipes**, which guarantee efficiency, longer life and significantly **lower environmental impact** thanks to the virtuous recycling process, the use of biodegradable detergents and a focus on optimising energy consumption.

#consistency
#resources
#recycling
#objectives



Projects: LCA - Plant Energy Audit

In order to pursue the great goal of an environmentally sustainable transition, we felt it was essential to define precise strategies to reduce consumption and impact, with a strong commitment to creating new value for our products and brands in a sustainable way. In order to define the right concrete strategy, we have established a 2023 plan that will allow us not only to take a snapshot of the current set-up but also to analyse and communicate the impact analysis of the organisation and strategic product lines with a view to continuous improvement.

The two large and strategic 2023 projects will in fact be the following: **Product LCA and energy audit of the plant.** The **LCA** - Life Cycle Assessment -methodology is the ideal approach for analysing and communicating the environmental performance of our product lines, as it considers all stages of the product life cycle and allows us to assess the different ‘impact categories’. We will achieve this through a choral approach, with a common purpose, involving all business functions that closely follow the entire product life cycle, from purchasing, engineering and industrialisation to production, maintenance and logistics.

We will then continue our assessment with the **plant energy audit**, a useful and effective tool of functional analysis that will allow us to reduce the inefficiencies of our energy-consuming processes, and also to evaluate current and future investments in new high-efficiency and renewable energy installations for the conscious management of our annual consumption. The outputs of these projects will be a technical LCA report and an energy diagnosis report that we will be proud to share with our *stakeholders*, with the awareness and transparency of someone who really wants to do something concrete for the environment.

Sustainable supply chain

2022 Results

The activity to redefine the process and criteria for supplier selection and evaluation, originally planned for 2022, has been postponed to the following year. This is due to the need to complete a coaching course for the Procurement department.

2023 Targets

By 2023, we intend to implement a series of actions aimed at integrating the logic of sustainability into our procurement processes.

In particular:

✔ Launch of the ‘*Vendor Management system*’ project to define a vendor management system that integrates the logic of sustainability. In particular, sustainability criteria will be defined to guide the scouting, selection and appraisal of suppliers;

✔ Preparation and administration of a supply chain assessment questionnaire on sustainability issues.

We aim to *Produce responsibly* by streamlining processes and optimising consumption.



Summary table.

Areas	2022 Actions			2023 Targets		
	Actions	KPIs	Results	Actions	KPIs	Objectives
Circularity of products and processes	Use of <i>bio-based</i> , compostable materials or of recycled materials for the manufacture of products	<i>tonnes/year</i>	950	Use of <i>bio-based</i> , compostable or recycled materials for the manufacture of products	<i>tonnes/year</i>	over 1.100
		% of total	41		% of total	47
	Use of <i>bio-based</i> , compostable materials or of recycled materials for the packaging	<i>tonnes/year</i>	23, of which: 15 LDPE 8 recycled cardboard	Use of <i>bio-based</i> , compostable or recycled materials for the packaging	<i>tonnes/year</i>	23, of which: 10.5 LDPE 4.5 biodegradable material 8 recycled cardboard
	Reuse of production waste	<i>tonnes/year</i>	32	Reuse of production waste	<i>tonnes/year</i>	40
		% of total	78		% of total	80
		/	/		<i>sq. m area</i>	87 sq. m: 2 new areas dedicated to recycling and reuse of waste
				Launch of duct line LCA project named "Optima"	/	Measuring and reducing the environmental impact of the product
				Replacing disposable cloths with Mewa multi-purpose industrial wipes	<i>kg/year of dry waste</i>	240 kg
Sustainable supply chain	Appraisal and selection of suppliers based on criteria of sustainability	/	Activity postponed to 2023	Choice of suppliers adopting sustainable practices	/	Start of project "Vendor Management System"

06

Take action
for the territory



Take action for the territory

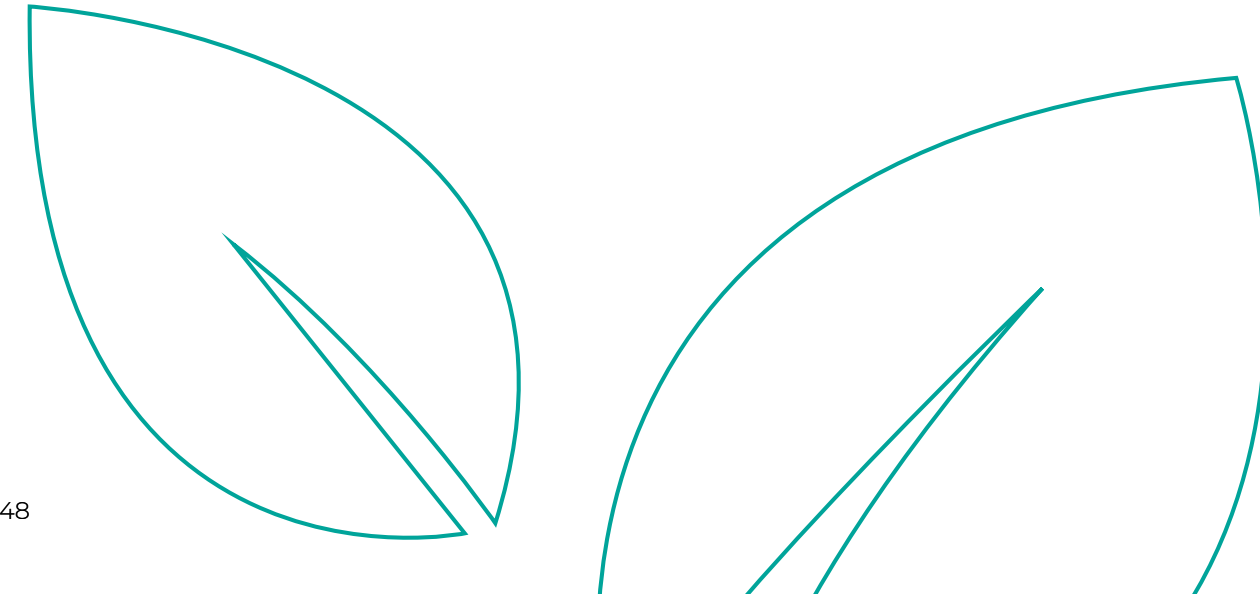
Our conscious and responsible commitment to the community.

Attention to the local area and the local community is a central aspect for us, in the awareness of a **responsibility** that leads us to take on aspects that go beyond the traditional corporate finalism and beyond our borders.

In particular, our commitment to the pursuit of the 'Acting for the Territory' objective focuses on three macro-environments:

- ✔ the first area of action aims to **improve the health and well-being of the community**, by supporting scientific research and implementing healthcare measures, for health protection and **prevention**;
- ✔ the second **area** aims to **promote a culture of equal opportunities**, respect and inclusion;
- ✔ the third area concerns the **cultural development of the territory**.

In the first phase, our contribution was mainly in the form of financial support to organisations operating in the identified areas.
Over time, our aim has been to **actively participate** in development, social and cultural projects in the territory, in addition to disbursing funds to support the activities of the recipient organisations.



Our support for local associations and the promotion of medical research.

2022 Results

We have also focused our efforts on supporting various local associations that conduct medical research activities and support people and children with disabilities.

We have chosen our partnerships with a particular focus on prevention. We have therefore provided financial support to several organisations, including:

- ✔ Lega Italiana per la Lotta contro i Tumori (L.I.L.T. - Italian Cancer Society) of Vittorio Veneto (TV), to fund the research on cancer and the development of a culture of **prevention** and early diagnosis in the field of oncology (donation of € 5,100, with the related purchase of No. 170 Panettone cakes given to our employees);
- ✔ Associazione Genitori Oncologia Pediatrica Onlus (A.G.O.P. - Association of Paediatric Oncology Parents) to fund activities in the **paediatric oncology** and paediatric neurosurgery wards of the Fondazione Policlinico A. Gemelli in Rome (donation of € 3,000 and purchase of Easter eggs given to our employees);
- ✔ La Nostra Famiglia Association of Conegliano (TV), dedicated to the care and rehabilitation of people with **disabilities**, especially in childhood and adolescence. We proudly took part in the 'ArrediAMO Insieme' (Let's furnish together) project, aimed at renovating the furniture in the rehabilitation facility, where the children spend most of their days (donation of €12,500).

2023 Targets

For 2023, we are committed to continuing to support organisations working in this area.

In particular, our commitment to **promoting a culture** of health protection and prevention is realised through donations of at least €6,000 to the following organisations:

- ✔ Lega Italiana per la Lotta contro i Tumori (L.I.L.T. - Italian Cancer Society) of Vittorio Veneto (TV) (donation of € 6,000)
- ✔ Fondazione Ricerca Biomedica Avanzata VIMM (Advanced Biomedical Research Foundation) of Padua, to fund biomedical research in the field of cellular and molecular biology (donation of €600).



#prevention
#community
#research

Equal opportunities and social inclusion

2022 Results

- ✔ Movimento per la vita - Pro-life centre, which supports women experiencing difficulties during pregnancy (donation of €500);
- ✔ Cooperativa Sociale San Matteo and San Luigi di Asiago (VI), which employs 27 people with disabilities each year in its day centre to decorate bottles that we give to our agents in Italy during the General Assembly in December (donation of €7,000);
- ✔ ASD Pallavolo Susegana for supporting young women's volleyball activities (donation of €5,000);
- ✔ Asiago hockey team, for supporting the team with the aim of keeping local youngsters busy with sport and keeping them off the streets (donation of € 10,000).

2023 Targets

In 2023, we will continue to support charities working in this field, also through the **consolidation of relationships** with some of the organisations we supported in the previous year.

In particular, we intend to allocate a total amount of at least EUR 40,000 to the following projects:

- ✔ "I Bambini delle Fate" of Castelfranco Veneto (TV), a charity organisation that funds projects for children and young people with autism and disabilities through concrete projects and actions. In particular, we strongly support two specific projects ('La Banca del Tempo Sociale' and 'I sogni di Happy') (donation of € 9,000).
- ✔ Cooperativa Sociale San Matteo e San Luigi di Asiago (VI) (donation of € 7,000)
- ✔ ASD Pallavolo Susegana (TV) (donation of € 5.000)
- ✔ Asiago Hockey team (VI) for its ongoing project to engage young people in the area through sport (donation of € 20,000)



Culture

2023 Targets

For 2023, we also intend to actively contribute to the **cultural development of the region**, which is an additional area of activity compared to last year.

✔ In particular, the shared objective is to support the 2023 theatre season of the Lorenzo Da Ponte Theatre Centre in Vittorio Veneto (TV), and to purchase 200 vouchers for our employees to encourage them to attend theatre performances (approximately € 5,000).

✔ We also intend to participate in a theatre project that will involve our employees in team-building activities to improve their soft skills. The heads of departments from different parts of the business areas will therefore be involved in *role-playing* to develop and acquire new skills, such as *problem solving*, effective communication and sharing. We strongly believe in the **company-culture partnership**, both to support the territory and to stimulate curiosity and cultural development in the **younger generations**.

Take action for the territory

In 2022, we provided financial support to seven associations.



✔ We also contribute to the enhancement of our **cultural heritage** by supporting Area Arte and providing all our employees with a reduced rate card (€ 1,400) for selected museums in Veneto, Friuli Venezia Giulia and Trentino Alto Adige.

✔ We want to make a concrete contribution to local schools and create a real relationship between the company and the students through special welcome days and the promotion of local school projects.



#culture
#relationships
#inclusion

We want *Take action for the territory* by contributing to research, inclusion and culture.



Summary table.

Areas	2022 Actions			2023 Targets		
	Actions	KPIs	Results	Actions	KPIs	Objectives
Support for associations and for medical research	Support for organisations involved in scientific research and health care, as well as social welfare	Donations €	20.600	Support for organisations involved in scientific research and health care, as well as social welfare	Donations €	at least 6.000
		No. recipient organisations	3		No. recipient organisations	2
Equal opportunities and social inclusion	Support for organisations operating in the field of equal opportunities and social inclusion	Donations €	22.500	Support for organisations operating in the field of equal opportunities and social inclusion	Donations €	at least 40.000
		No. recipient organisations	4	Support for organisations involved in scientific research and health care, as well as social welfare	No. recipient organisations	4
		/		OpenAble integration into the corporate website		Allowing accessibility to the site for people with disabilities
Culture				Support for organisations involved in cultural projects and for local schools	Donations €	at least € 7.000
					No. recipient organisations	3



07

Take action
for people



Human capital is the true wealth of companies.

Our company is made up of people who share values and **development projects**. This goal is particularly important to us and we focus our efforts in five areas of action.

The first area aims to develop and enhance the **skills** of employees. Special attention is paid to the planning and implementation of training activities, in which we continue to invest. To enable each individual to express his or her **talents** and potential, we support this with *assessment* processes that provide appropriate support for development and career paths.

A second area aims to improve corporate *welfare* . To this end, our company offers people with a series of initiatives, goods and services, followed by an evaluation phase of the same, in order to be able to better calibrate the definition of future proposals.





The third area we are committed to is improving the **health and well-being** of our employees, going beyond what is already included in the company's *welfare* plan. Particular attention is paid to the **culture of prevention**. This is achieved by organising information and awareness-raising events and by offering free specialist examinations and tests.

The fourth area of action concerns the optimisation of **health and safety** conditions in the workplace. This is pursued through the continuous improvement of our management system, which is complemented by measures to improve the safety of the work environment.

Finally, the fifth area of action aims to boost the level of **engagement** of employees, in the knowledge that this can have a positive impact not only on the personal well-being of the employee, but also on the corporate climate, fostering a sense of

belonging and trust

The people who work at Tecnosystemi

CATEGORY	2021			2022		
			TOT.			TOT.
EMPLOYEES	68	48	116	81	50	131
AVERAGE AGE	44	42	43	43	43	43
BLUE COLLAR WORKERS	44	23	67	52	23	75
OFFICE WORKERS	23	24	47	28	26	54
MANAGERS	1	1	2	1	1	2
TYPE OF CONTRACT PERMANENT	68	46	114	78	50	128
TYPE OF CONTRACT FIXED-TERM	0	2	2	3	0	3



Developing and enhancing skills



The value of training is central to us: it is the **basis** for the continuous growth of our employees, and for the development of the entire organisation. We believe strongly in continuous training, not only to acquire technical skills, but also to acquire the soft skills that are fundamental to the **enhancement of the individual**. We do not follow standardised processes but listen to the needs and requirements of our employees each year to create tailor-made training projects.

2022 Results


During 2022, we implemented the following projects:

- ✔ training activities, which involved 82% of the employees for a total of 1,651 hours
- ✔ interviews with staff in order to understand development needs and role changes
- ✔ 5 development *assessments* with the first levels.

2022 Training hours divided by professional category

PROFESSIONAL QUALIFICATION	2022		
			TOT.
MANAGERS	13,5	23	36,5
OFFICE WORKERS	714,5	655	1369,5
BLUE COLLAR WORKERS	173	72	245
TOTAL	901	750	1651

Number of employees involved in training activities in 2022

PROFESSIONAL QUALIFICATION	2022		
			TOT.
MANAGERS	1	1	2
OFFICE WORKERS	33	23	56
BLUE COLLAR WORKERS	49	21	70
TOTAL	83	45	128

2023 Targets

In 2023, we intend to continue to invest in the **ongoing training** and development of our employees. In particular, we will work on the following:

- ✔ training activities for the development of language (*one-to-one* lessons) and IT skills, also involving employees who have already participated in training in 2022, with a view to continuous improvement;

- ✔ training activities aimed at enhancing technical skills, which will focus on topics specific to the individual areas of our employees;

- ✔ *assessment* of potential development, with an analysis of strengths and areas for improvement for the *development* of first level employees.

Type of courses delivered to the corporate population

TYPE OF COURSE	COURSE DESCRIPTION	No. OF TRAINING HOURS
Excel course	Excel training course with three levels of experience	404
Leader Shaping	Leadership training course for new team leaders	64
Effective communication	Internal communication strategies	35
“One to one” language course	Language courses for different levels: English, Spanish, German.	439.5
Automated warehouse	New digital skills	118
‘Reach’ regulation	Standards and product conformity	40
Assessments and responsibilities	Definition of performance objectives and indicators	71
CRM	New sales mindset	96.5
Laser and sheet metal working training	New machinery 4.0	105.2
ADR course	Logistics regulations	56
Price Control Tower	Coaching in the new procurement management methodology	37

Health and well-being

2022 Results

To protect the health and well-being of our employees, we implemented two initiatives in 2022:

✓ in collaboration with L.I.L.T. of Vittorio Veneto (TV), a meeting on the prevention of male tumours, which was followed by **33 free specialist examination**;

✓ A breast cancer prevention day , with free ultrasound and mammography scans for 55 women, for a total of 77 screenings (contribution of € 11,000).

2023 Targets

For 2023, we want to continue on this path and propose the following initiatives to our employees:

✓ in collaboration with L.I.L.T. of Vittorio Veneto (TV), a meeting to raise awareness of the importance of **proper nutrition** in the prevention of cancer and

cardiovascular diseases, which will be followed by a thematic cooking course organised in small groups (contribution of € 800 for the meeting and € 1,500 for each cooking course, for a maximum of 12 participants);

✓ **cardiovascular disease prevention awareness day** with free ECG for 200 employees (contribution of € 13,000);

✓ breast cancer prevention awareness day with free mammograms and ultrasound scans for all female employees (contribution of € 12,000);

✓ on the occasion of Women’s Day, donation of 3 vouchers to the entire female population of the company (73 women) to be used at the ‘Figurella Wellness Centre’, to emphasise the strong message of the importance of well-being and self-improvement.

100% of our employees were involved in the ‘Health and Well-being’ project

Health and safety in the workplace

2022 Results

We are committed to ensuring ever higher levels of health and safety in the workplace for all our employees and this is reflected in our ISO 45001 certification, which has been maintained and improved for 2022.

2023 Targets

In addition to maintaining the ISO 45001 Certification, we will continue to invest by making conscious choices, such as flooring the offices in the new factory with recycled materials that meet high health requirements and purchasing highly ergonomic seating.

Corporate Welfare

2022 Results

In order to improve corporate *welfare*, the company implemented the following actions in 2022:

✓ administration to employees of a questionnaire for the evaluation of the 2021 proposal, provided for by the National Collective Bargaining Agreement for Metalworkers.

The results led to the selection of a new partner for 2022 to better meet the different needs;

✓ stipulation of a health policy for the benefit of our employees (December 2022), covering serious illness and entitling employees to be examined by a specialist of their choice;

✓ additional provision of fuel vouchers (€ 200) for each employee.

✓ provision of *welfare* vouchers (€ 200) for each employee

2023 Targets

For 2023, we will define and pursue the following actions:

✓ covering the full cost of the employees’ daily meal in the canteen (€ 120.000)

✓ administration of a staff questionnaire to evaluate the *welfare* initiatives implemented in 2022

✓ provision of fuel vouchers (€ 200) for each employee

✓ provision of *welfare* vouchers (€ 250) for each employee

Take action for people

100% of our employees were involved in the major ‘Health and Well-being’ project

2022 →



#well-being
#health
#skills

Engagement

2022 Results

In 2022, we wanted to continue on a virtuous and inclusive path with the aim of increasing the level of engagement of our employees.

✔ In particular, in terms of **internal communication**, we launched a project that resulted in the creation of the **TSpeople** ‘Employee of the Month’ column, which highlights the stories and skills of our employees as an expression of our own corporate values.

✔ On the other hand, the initiative aimed at developing a sense of belonging and team spirit has not yet been implemented, due to the significant increase in our workforce, which has made it necessary to focus on the consequent training and coaching needs of new recruits.

2023 Targets

Creation of the company newsletter to promote internal communication between departments, especially between production and office staff;

✔ Launch of a *partner selection* process for the creation of a web application to replace the **company newspaper** so that our employees are always ‘connected’;

✔ Structured team building activities - “Business Managerial Action Lab” (€ 10.000), a 4-day course aimed at creating a scenario for improving soft skills in a hypothetical working day, with the aim of working as a team on several fronts simultaneously, with the possibility of experimenting, testing and learning, also and above all through the culture of error.

We want to *Take action for people* as an active part of our change.

Summary table.

Areas	2022 Actions			2023 Targets		
	Actions	KPIs	Results	Actions	KPIs	Objectives
Development and enhancement of skills	Implementa-tion of training courses	No. of hours of training	1.651	Implementa-tion training courses	No. of hours of training	at least 1.800
		% of employees involved	82		% of employees involved	85
	Assessment to support potential development paths	No. of assessments	5	Assessment to support potential development paths	No. of assessments	17
		% of employees involved	4		% of employees involved	12



Areas	2022 Actions			2023 Targets		
	Actions	KPIs	Results	Actions	KPIs	Objectives
Corporate welfare	Corporate Welfare improvement initiatives	No. of initiatives	2	Corporate Welfare improvement initiatives	No. of initiatives	at least 3
		% of recipients	100		% of recipients	100
	Evaluation of initiatives by employees	No. of employees involved	5	Evaluation of initiatives by employees	No. of employees involved	Satisfaction questionnaire on health insurance
		% satisfaction index	100		% satisfaction index	100
Health and well-being	Initiatives to improve the health and well-being of employees	No. of initiatives	2	Corporate Welfare improvement initiatives	No. of initiatives	at least 4
		% of recipients	100		% of recipients	100
		€	11.000		€	over 25.000
Health and safety in the workplace	Health and Safety Management System	/	Maintenance of ISO45001 Certification	Health and Safety Management System	/	Maintenance of ISO45001 Certification
				Interventions to improve workplace conditions	/	New plant flooring made from materials with a high level of healthiness
Engagement	Initiatives for the improvement of internal communication	No. of initiatives	1	Initiatives for the improvement of internal communication	No. of initiatives	at least 1: company newspaper / web app for internal communication
		% of recipients	100		% of recipients	100
	Initiatives to develop a sense of belonging and team spirit	No. of initiatives	Not implemented due to staff increases and the need to train new recruits	Initiatives to develop a sense of belonging and team spirit	No. of initiatives	At least 1 team building
		% of recipients			% of recipients	12



Reconciliation table

Object	2021 VERSION	2022 VERSION	Ref. 2022 Report
Purpose	CLIMATE ACTION	CLIMATE ACTION	
Actions	Extension of the photovoltaic installation	Extension of the photovoltaic installations in Plant 2	Climate Action - Results achieved and objectives / Table
	Forestation Project	Launch of the 'New Tecnosystemi green area' project	Climate Action - Results achieved and objectives / Table
	Re-evaluation of packaging: • replacement of plastic • reuse of cardboard	Use of bio-based, compostable, biodegradable, recyclable or recycled materials for packaging	Producing responsibly Results achieved and objectives / Table
Purpose	PROCESS RESPONSIBILITY	PRODUCING RESPONSIBLY	Ref. 2022 Report
Actions	Production of new parts made from 100% recycled material	Activity reported in the introductory part of the section	Producing responsibly: introductory part
	Choice of suppliers who share paths of environmental and social sustainability	Selection and evaluation of suppliers on the basis of sustainability criteria	Producing responsibly Results achieved and objectives / Table
Purpose	COMPANY OF VALUE	TAKE ACTION FOR THE TERRITORY	Ref. 2022 Report
Actions	Code of Ethics	Activity reported in the Highlights	Letter to stakeholders
	Donations with planning	Action broken down by subject areas	Take action for the territory Results achieved and objectives / Table
Purpose	TAKE ACTION FOR PEOPLE	TAKE ACTION FOR PEOPLE	Ref. 2022 Report
Actions	Objective and meritocratic staff appraisal - Appraisal of internal resources to initiate growth/development paths	Assessment to support potential development paths	Take action for people Results achieved and objectives Table
	Creation of new jobs	Result reported in the introductory part	Take action for people Introductory part - Table
	Employee feedback on corporate welfare	Evaluation of initiatives by employees	Take action for people Results achieved and objectives Table
	LILT meetings on prevention	Initiatives to improve the health and well-being of employees	Take action for people Results achieved and objectives / Table
	Corporate Initiatives	Action broken down by thematic areas	Take action for people Results achieved and objectives / Table
	New corporate website: sustainability area	Corporate website updated with new projects	Take action for people Results achieved and objectives / Table
	Internal company newspaper	Initiatives to improve internal communication	Take action for people Results achieved and objectives / Table

Tecnosystemi's glossary

KPI

For us, the *Key Performance Indicator* is a metric that allows us to measure the performance of our business processes against the set and shared objectives.

SDGs

The *Sustainable Development Goals* (SDGs) are the 2030 targets agreed upon by UN member states as part of the Global Agenda for Sustainable Development. They are the compass that guides us in our conscious act of being a Benefit Company.

Stakeholders

A stakeholder is anyone who comes into contact with our company and our employee. The stakeholder influences and is in turn influenced by all our actions, thus becoming the protagonist of all our decisions and planning.

GHG

The GHG Protocol is a standardised reporting system for measuring and managing greenhouse gas (GHG) emissions. We use it to measure our emissions from operations in our value chain.

Scope 1

These are direct GHG emissions from sources controlled by our company. These emissions are caused by the use of fossil fuels and the release of greenhouse gases into the atmosphere, as defined by the Kyoto Protocol.

Scope 2

These are indirect emissions from the generation of electricity, heat and steam that we purchase and use. These emissions are considered indirect, as our company is responsible for the energy use, but not for the emissions generated by the supplier for its production.

LDPE

It is a petroleum-based thermoplastic polymer material that we still use extensively in production, but we are working on researching alternative materials of biological origin in order to replace it.

Bio-based

These are materials of biological origin that do not contain components derived from coal or petroleum, and which we are considering as replacements for some of the materials currently used in the production process.

Vendor Management System

IT IS the system we are structuring to identify, qualify, manage and evaluate our suppliers according to shared objectives and metrics.

Team-building

IT IS a set of activities that we are designing to encourage interaction and optimise collaboration and teamwork among our employees.

Assessment

A staff appraisal methodology that we are implementing to identify each person's individual behaviours, attitudes, skills and competencies in order to determine a path for growth.

Engagement

It represents our ability to engage our employees by creating a system of values that can be shared as much as possible in everyday life.

Tecnosystemi S.p.A. Benefit Company

Via dell'Industria 2/4
31029 Vittorio Veneto TV
T. 0438 500044
info@tecnosystemi.com

tecnosystemi.com



Act Responsible,
Think Sustainable.

