

The background is a solid light green color. In the four corners, there are stylized, light green leaf-like patterns. Each pattern consists of several overlapping, rounded shapes that resemble leaves or petals, arranged in a circular or fan-like pattern.

SUSTAINABILITY REPORT 2020

MOBILIFICIO SANTA LUCIA

SANTALUCIA MOBILI

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Letter to stakeholders

Santalucia Mobili was founded in 1965 as a manufacturer of small-bedroom furniture, expanding over the years into the living room and bedroom spaces more broadly, and specialising specifically in modular ranges.

At Santalucia Mobili we are extremely proud of our artisan roots, but we also know we need to keep evolving. We have set the bar high and aim to go beyond our core activity as a manufacturer of furniture. This is to ensure we can provide a safe and structured future both for the company and for those who work and collaborate with us, especially in the face of today's constantly changing environment.

These are the foundations of our strategy "TO DO FUTURE, towards sustainable change", which currently encompasses two complementary projects centred around people, who are at the core of what we do every day, as the company continues to forge ahead.

The first of these projects regards **sustainability** and is based on the United Nations (UN) 2030 Agenda and its 17 Goals, which are our focus and guide all our decisions.

We want to be a force of influence as regards the social responsibility principles and the **3Ps**:

- **P**rofit, fundamental for the company's investments and viability;
- **P**eople, the cornerstone of the company's transformation and evolution;
- **P**lanet, our most important asset to be safeguarded and passed on to our children and grandchildren.

The 3Ps (profit, people, planet) provide the backdrop to the second project: **Lean Transformation**, which is transforming the company into the business we've always dreamed of, one that achieves its goals thanks to the growth and contribution of its people.

Improving the way we make furniture, wasting less energy, materials, space and time, means making our processes more efficient and reducing CO₂ emissions into the atmosphere, for the benefit of our planet.

We want to invest in the future, pay attention to the community and to young people, their education and needs, and be far-sighted and think about the legacy we are leaving to future generations.

It is with all this in mind that we are publishing our first sustainability report and code of ethics: two documents which summarise our values, goals and stakeholder engagement activities, expressing our commitment to unearthing all the ways we can be better in the future.



TO DO FUTURE

Verso il cambiamento sostenibile

BY **SANTALUCIA MOBILI**

Elsa Boer, Chair

Methodological framework

Companies need to be **honest and transparent** with their stakeholders, and they need to be able to enter into a dialogue and to listen, safeguarding the environment through the targeted innovation that is necessary for industrial development. In recent years, companies have taken on an increasingly prominent role within the community, and consider stakeholder engagement to be a vital part of how they do business, so as to create a more inclusive and sustainable process.

This is why Mobilificio Santa Lucia S.p.A. has put together its first sustainability report, prepared **according to the reporting principles of the GRI Standards (core option)**, the most widely recognised sustainability reporting framework globally.

A sustainability report provides the company with a tool for bringing its results to the fore and highlighting the impact it has in terms of the three pillars of sustainability: economic, social and environmental, as relating to relevant topics that emerge from a process of stakeholder engagement. In other words, it provides the company with the economic, environmental and social priorities to focus on, so it can direct its energies efficiently towards achieving them. All in all, it provides an important mechanism for building stakeholder trust.

This report is a demonstration that the company is aware of the strategic importance of sustainability within its business model, and of the process of increasing awareness that is underway within the main corporate divisions.

The guiding principles used to draw up this report follow the **Global Reporting Initiative (GRI)** framework. This not-for-profit organisation was established with the aim of creating a set of guidelines and providing concrete support for sustainability performance reporting. These principles can be grouped into two macro categories: principles regarding the content of the report, and principles regarding its quality.

The first set of principles states that the organisation must: identify its stakeholders and consider their expectations and interests when defining the contents of the report; define how the organisation contributes, or intends to contribute in the future, to improving or worsening the economic, environmental and social conditions locally, regionally or globally; and consider as material topics (i.e. topics that deserve to be included in the report) those that reflect the economic, environmental and social impact of the organisation or influence stakeholder decision-making. Finally, once the material topics have been defined, the organisation must describe where the impact of each material topic falls and how the organisation is involved in this impact, in relation to the chosen reporting period.

- Reporting principles for defining report quality**
- Inclusiveness of stakeholders
 - Context of sustainability
 - Materiality
 - Completeness

Reporting principles for defining report quality

- Accuracy
- Balance
- Clarity
- Comparability
- Reliability
- Timeliness

The principles regarding the quality of the report are: accuracy, for which the information provided must be detailed enough to allow stakeholders to evaluate the organisation's performance; presentation of the report content, which must provide an impartial picture of the company's performance so as to present both favourable and unfavourable results in a balanced manner; and data, which must be presented clearly and in a way that is understandable to stakeholders, so that they can be compared and evaluated over time. The data collected must be reliable and information must be made available so that it can be integrated into stakeholder decision-making processes.

The work to increase awareness surrounding sustainability issues actively and concretely addresses the 17 Goals in the UN's 2030 Agenda, a global plan of action for people, prosperity and the planet. Signed on 25 September 2015 by the governments of the 193 United Nations Member States, and approved by the UN General Assembly, the Agenda consists of 17 Sustainable Development Goals (SDGs), set out within a broader framework consisting of 169 environmental, economic, social and institutional targets associated with them, to be reached by 2030.

The world of business is one of the key players when it comes to putting them into practice. By aligning our company strategy with the SDGs, we can achieve a fairer, more inclusive and sustainable world.



The reporting period covered is the year 2020. In order to be able to compare the data with the year pre-Covid, data for 2019 have also been provided. This report has not been submitted for assessment by third parties.

The material topics identified apply to the company headquarters and the sites in Via Manin 34 and Via Sagree 36, both of which are in Prata di Pordenone (Pordenone, Italy).

The data contained in this report will be updated annually.

For any further information about Santalucia Mobili's sustainability journey detailed in this report, please contact

Domenico Basso: d.basso@santaluciamobili.it

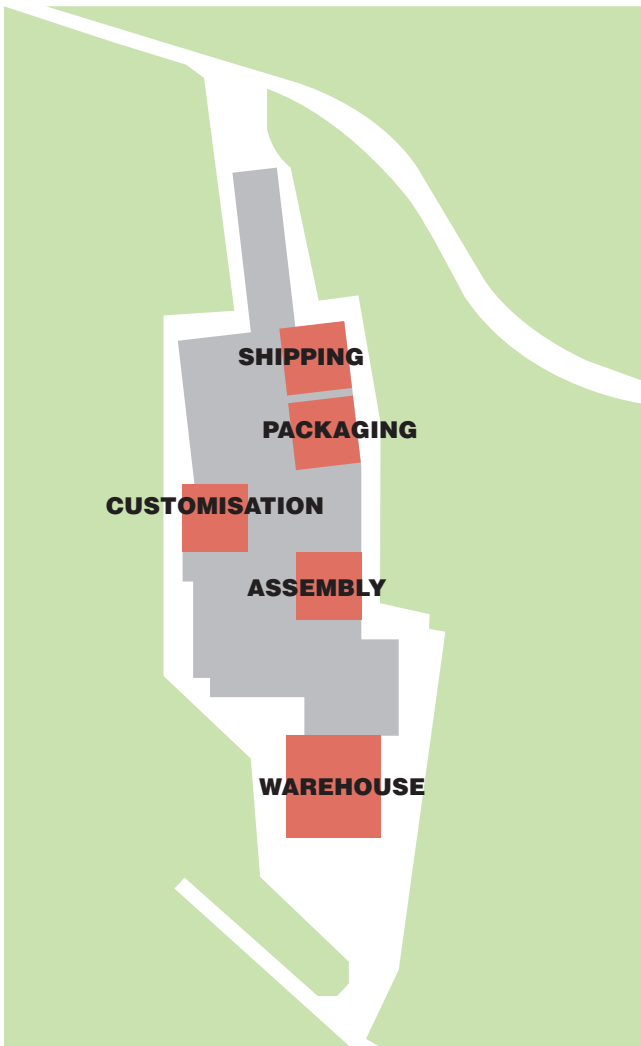
1. THE COMPANY

Mobilificio Santa Lucia S.p.A. designs and manufactures furniture for interiors and for the hospitality sector. Since 1965, the company has been sharing its passion for “Made in Italy” design. Its creative direction has led it to seek out new markets around the world, becoming a respected name in the living room and bedroom furniture sector, as well as for furnishings and accessories.

1.1 Company timeline



Santalucia Mobili has always been deeply rooted in the local area, since its foundation. The two production sites in Prata di Pordenone are proof of this.



Plant 1
Warehouse in Via Daniele Manin, 34



Plant 2
Warehouse in Via Sagree, 36

1.2 Our brands and markets

Santalucia Mobili products are grouped under three brands, confirming the company's commitment to creating quality designer furniture based on the solid expertise, experience and innovative esprit it is known for.

The three umbrella brands are perfectly complementary and so can be mixed and matched, each responding to different needs.



PRATICO

PRATICO

PRATICO is for anyone looking for on-trend, designer products here and now. We like to think of PRATICO as an “of the moment” brand: **easy and versatile** when it comes to the design and making choices, as well as offering quick turnaround times.

HOMY

The HOMY brand has a **more sophisticated design**. HOMY's unique selling point is its design adaptability. It offers a vast range of modular units, and depth of measurements and finishes, making the products fully customisable both on the part of the designer and the end customer.



HOMY

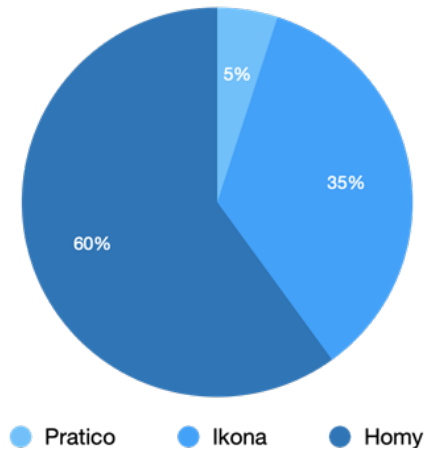


IKONA

IKONA

IKONA is Santalucia Mobili's most iconic brand. The mission is to create, over time, a portfolio of **high-quality designer elements**. These include furnishings and accessories such as striking sideboards, occasional tables, and tables and chairs, which give the room character and create personal style.

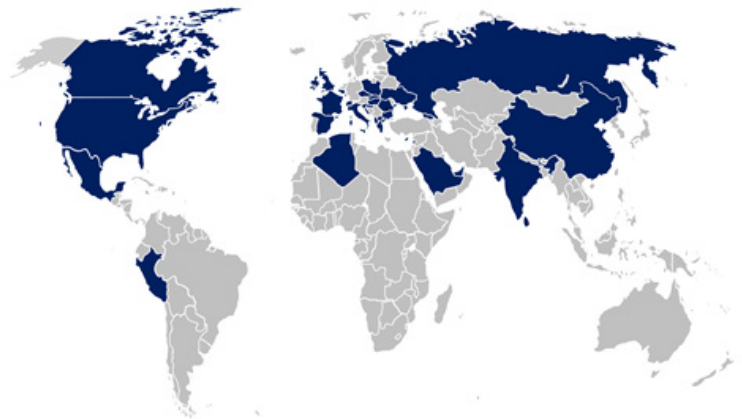
Revenue by brand



The chart shows how company revenue is split between the three brands.

Over the years, Santalucia Mobili has strengthened its market presence around the world, thanks to its innovative designer products.

The company's **ISO 9001:2015 certification** and status as a **“Cribis Prime Company”** as of 2019 serve as evidence of its high standard of service.



ISO 9001 certification helps organisations to develop and improve their performance, as well as demonstrating to potential customers the quality of service they provide.

Santalucia Mobili offers assurance that it is a sound business, assessed by a third-party body, and structured in such a way that all operational aspects are kept under control. In this way, it guarantees its customers reliable quality standards, which continue to improve.



Cribis D&B (part of the CRIF group) is a global **business information company** which gathers reports on over 200 million businesses across 230 countries. “Cribis Prime Company” status is awarded based on a “Cribis D&B Rating”: a dynamic, up-to-date indicator of a **company’s business reliability**.

1.3 Our partners, creating value together



Santalucia Mobili takes part in events organised by Unione Industriali Pordenone, **networking with other people and business who share the same goals and interests**, and discussing technical concepts, pinpointing and furthering specific development ideas.



Santalucia Mobili also plays an active role in the “Cluster Legno Arredo Casa FVG” consortium, which aims to **create synergies and dialogue among business within the sector in the region**, and with Federlegno and the Friuli Venezia Giulia Regional Government, to put forward the needs and requirements of the carpentry sector and the home and furniture industry.

Ties have also been made outside the region to help the industry grow.



Italian Habit is a network of businesses from within the furniture sector established in 2013 together with three other signatory companies. Others have also joined since, buying into a shared vision of **creating industrial synergies and sharing knowledge** and proposing furniture solutions, with the overarching aim of seizing the opportunities offered by the market, especially in the contract sector. The key players are RCR EUROBAGNI (Pordenone), CSA Box Doccia (Turin), Primitalia (Cordenons) and Idealprint (Oderzo).

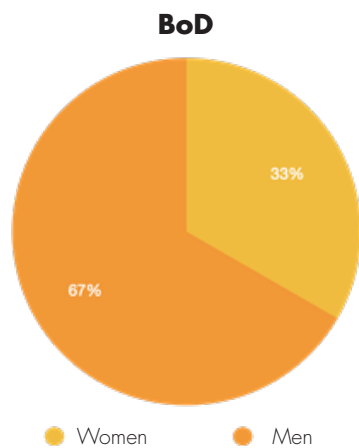
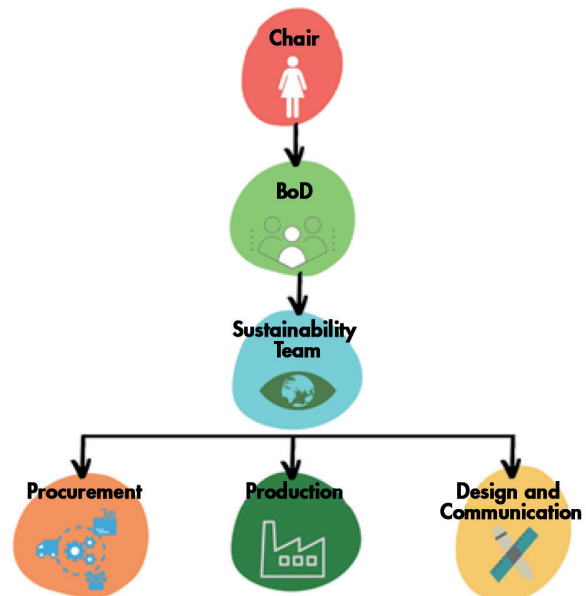


Santalucia Mobili collaborates with ISIA, the first state university for design in Italy, as part of Pordenone’s Design Week. Together they also **promote a study course to prepare “Industry 4.0” technical experts**, specifically for the furniture sector, which will launch in 2021.

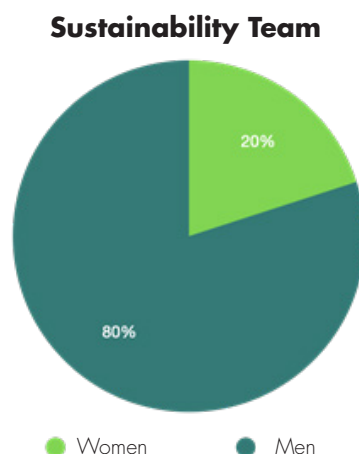
2. SUSTAINABILITY IN CORPORATE GOVERNANCE

Truly proud of its artisan heritage, and rooted in an area where everybody knows one another, a family environment, the essence of Santalucia Mobili lies in its great expertise and the motto “never give up”, which is so dear to its founders. Today, it is these roots and DNA that provide the energy to achieve important goals and tackle future challenges in generating value for all stakeholders.

Mobilificio Santa Lucia S.p.A. is governed by a Board of Directors (BoD) elected at the Shareholders’ Meeting. The members of the BoD are appointed by shareholders, are all executive directors and have the necessary expertise to responsibly manage the business in relation to sustainable-development goals. Directors therefore assume full responsibility for economic, social and environmental performance.



Currently, the **Board of Directors** is composed of two men and one woman aged between 47 and 58 years, who have the following roles: Chair of the Board of Directors, Deputy Chair of the Board, and Managing Director.



To move forward with the company’s sustainability goals and plans and to promote sustainable practices in the various company divisions, the BoD has established a **Sustainability Team**, comprising certain members of the BoD and heads of various strategic functions: Procurement, Sales, Marketing, Operations, EDP and Treasury.

2.1 Ethics, culture and shared values

The fundamental values of Santalucia Mobili are instilled in the **Code of Ethics**, which identifies a **set of core principles and shared rules of conduct**, representing a constant benchmark for the daily activity of all recipients.

Only through ethical and responsible action can value be generated for all stakeholders: employees, customers, suppliers, commercial partners and communities.

The Code of Ethics is an asset for all parties engaging with Santalucia Mobili: it is a tool developed for people, founded on solid values to enable everybody to generate and share value. The Code of Ethics is rooted in the principle of absolute compliance with applicable laws and regulations. The Santalucia Mobili Code of Ethics is a powerful alliance, established with the company's own personnel and primary third parties. It sets out the guiding principles and rules of conduct for all those working at the company and for the company, highlights the fundamental commitments that the company makes in regard to employees and specifies the company's position in relation to third parties.

2.2 Our vision and mission

A company's vision and mission guide its decisions regarding strategy and its concrete, long-term objectives. They define why a company exists, what it wants to do and how it intends to help make the world a better place.

Our vision and long-term goal is:

A company that matters, because you matter

Our mission and the contribution we want to make is:

We think up, design and manufacture furniture to furnish our homes and those of our customers with care and attention

Our purpose and the underlying resolution is:

We want to build an organisational model that catches on and moves us towards a sustainable world

Company identity is the combination of everything that defines it and makes it unique. Just like people, who define their identity through features such as their hairstyle, gestures, clothing, etc., companies establish their identity through "what they can do, how they do it and which strategies they adopt". Corporate Identity corresponds to how a company wants to be seen by the outside world. This includes the values that guide management and define the corporate mission and vision, an expression of management mentality and company history, rooted in experience and business decisions. On this basis, we have broken down the company's system of values in the context of sustainability and its three pillars. These qualify our organisational culture and represent the guiding principle for strategic and organisational decisions.

2.3 How what we believe translates into what we do

_ **ROOTS:** our strongest value

Like a great tree, they are hidden, yet they run deep extending out across the local area and throughout our organisation...

They contain our history and feed our DNA.

They remind us of our founders' motto "never give up", giving us the strength to face each day with the knowledge from past lessons, to build the future...

_ **LISTENING:** to what others say and why they say it

_ **KAIZEN:** to improve, everyday

_ **SINCERITY:** in actions and words

_ **WELCOMING:** all stakeholders

_ **SIMPLICITY:** in our approach to every situation

_ **RESPONSIBILITY:** towards the ecosystem that surrounds us

Values act as a fundamental bridge between our beliefs and our actions. They represent our priorities in life, what motivates us and inspires us to invest our time, resources and energy. Values guide and direct our actions and influence our day-to-day experience. Defining values increases a sense of belonging amongst company employees and provides guidelines and a direction for conduct and daily actions.



LISTENING

We listen to what others have to say. Before expressing a judgement, we must first understand other points of view.

We give others the chance to say what they think, with an open and critical mind. All functions are included in dialogue: there are no labels and roles when dealing with growth through constructive discussion.



KAIZEN

We aim for continuous improvement, every day. Growth is necessary, but it is achieved through small steps with the involvement of all parties. We expect dedication, but without pushing too hard.



SINCERITY

We promote the ability to state things as they stand, expressing our expectations. We learn to apologise, because what is important is identifying the error and not apportioning blame. We strive for clarity and transparency through constructive feedback.



WELCOMING

We cultivate a welcoming and informal environment. Only this will enable us to put our heart and soul into our work. We say hello to each other and smile, whatever the circumstances.



SIMPLICITY

We break down barriers because we are all colleagues who live through what we create. We avoid formalities and we believe in simple rules, with respect built on their observance. We streamline procedures, focusing on simple and effective communication.



SHARED RESPONSIBILITY

We recognise efforts made, aware that our achievements are the result of everyone's contribution and that we cannot go far alone: we all contribute to generating value. We ensure the quality of our work by approaching all activities as though what we are building is our own. We closely monitor waste of energy and materials, respecting the system we are part of.

2.4 “To Do Future”

A commitment to sustainability issues has become a key strategic factor, as an integral part of business models and a vehicle for the generation of economic value. Often, the concept of sustainability is associated primarily with environmental protection, but sustainability also means economic development and social responsibility.

In the face of irreversible and destabilising environmental changes, we recognise that the environmental aspect is the most evident and visible.

On this basis, we have launched efforts to increase the efficiency of our processes through the application of **lean philosophy**. We began moving in this direction back in 2012, which enabled us to increase our efficiency and flexibility, reducing levels of warehouse stock and generating cash flow. Today, we consider lean philosophy a pillar of our strategic plan, which allows us to achieve sustainability goals in a more structured manner, above all in terms of reducing waste, continuous improvement and generating value for all of our stakeholders. The company's vision forms a basis for the definition of development plans, with lean methodology representing a tool for implementation of our strategy and a driver of constant innovation. Challenges, continuous improvement and teamwork are the key elements of our approach.

We are convinced that process optimisation is achieved through employee development. On this basis, we have launched initiatives to raise awareness amongst the main corporate divisions, to spread the message throughout the company of the important contribution that each individual can make in the cultural shift towards sustainability and lean practices. Only through synergies and interconnections between people can we seed long-term actions and value creation for the organisation and its stakeholders.

The core of the Santalucia Mobili strategy is called **“To do future. Towards sustainable change”**. This is a To-Do list of actions to build our future. These actions will bring change; sustainable change. The goal of these actions is product focused, to continue offering high-quality products while safeguarding the planet that we call home, selecting recyclable materials and organising production to reduce environmental impacts.

The underlying concepts, which have defined the logo for the strategy, are:



The logo accompanying the name is composed of the letter “F”, for future, a tick, the symbol used to check off items on a list, and a leaf, representing sustainability. Together, these elements represent a company heading towards a more sustainable future through a range of actions. Use of the colour green symbolises nature, our planet and sustainability.

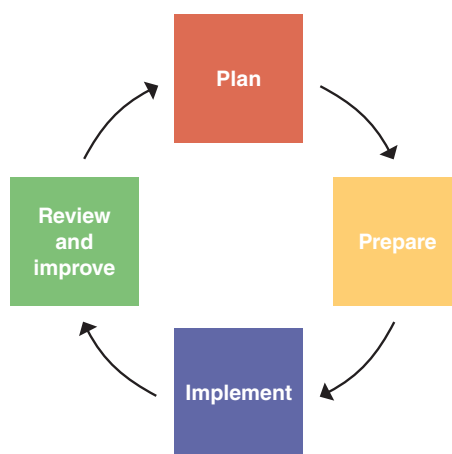
At Santalucia Mobili, we know that businesses have a central role in building a more inclusive, fair and sustainable world. This is why we promote investment, innovation and technological development. Integrating Sustainable Development Goals therefore represents an opportunity for development and growth of the Company itself and the areas in which it operates.

Santalucia Mobili has unconsciously adopted sustainable actions for many years. A programme of detailed analysis of sustainability issues has enabled the organisation to map the contribution of existing and future projects in relation to 2030 Agenda Goals.

3. OUR STAKEHOLDERS

Stakeholder engagement is the process used by an organisation to engage parties involved, identifying and understanding their needs and expectations in terms of sustainability. The launch of a stakeholder engagement process demonstrates the company's desire to place sustainability at the very centre of its strategy. Stakeholders are persons or entities with an interest in our business. We understand that our decisions and business activity have an impact on stakeholders, just as stakeholders can influence our organisation, creating an interdependent relationship.

The stakeholder-engagement process launched involves the following steps:



First, the Sustainability Team mapped the primary stakeholders, defining the type of existing relationship with each and identifying those with the greatest impacts on the organisation.

The categories and sub-categories of stakeholders are mapped as follows:



In addition to mapping, the level of dependence and influence was analysed for each category of stakeholder, assigning priority levels: these indicate the degree to which the stakeholder depends on the company and the degree to which they are able to influence business. This approach enables a clear view of the importance of stakeholders, which is useful in strategic planning of the organisation and effective structuring of the engagement process.

To ensure that stakeholder engagement responds to the needs of stakeholders and enables identification of action areas for the company, the sustainability issues of interest for Santalucia Mobili have been mapped.

This phase began with an evaluation of the environmental and local context of Santalucia Mobili, followed by analysis of the needs of internal and external stakeholders. Mapping of sustainability issues was rooted in the UN 2030 Agenda Sustainability Goals. A benchmark analysis was also performed against Santalucia Mobili's competitors, examining the sustainability issues and methods of communication that are most prominent amongst Italian and European companies.

This generated a list of issues to submit to stakeholders to understand their future expectations in regard to the company.

During the preparation and implementation phases – after having identified the stakeholders and the issues of importance for the company, and the needs and demands of the local area – the internal divisions required for engagement and tools for implementation were defined. It was decided to submit a questionnaire to stakeholders, looking at various aspects of sustainability issues.

Having collected the data, the results were analysed and areas for improvement identified to consider for future cycles of stakeholder engagement.

4. OUR MATERIALITY MATRIX

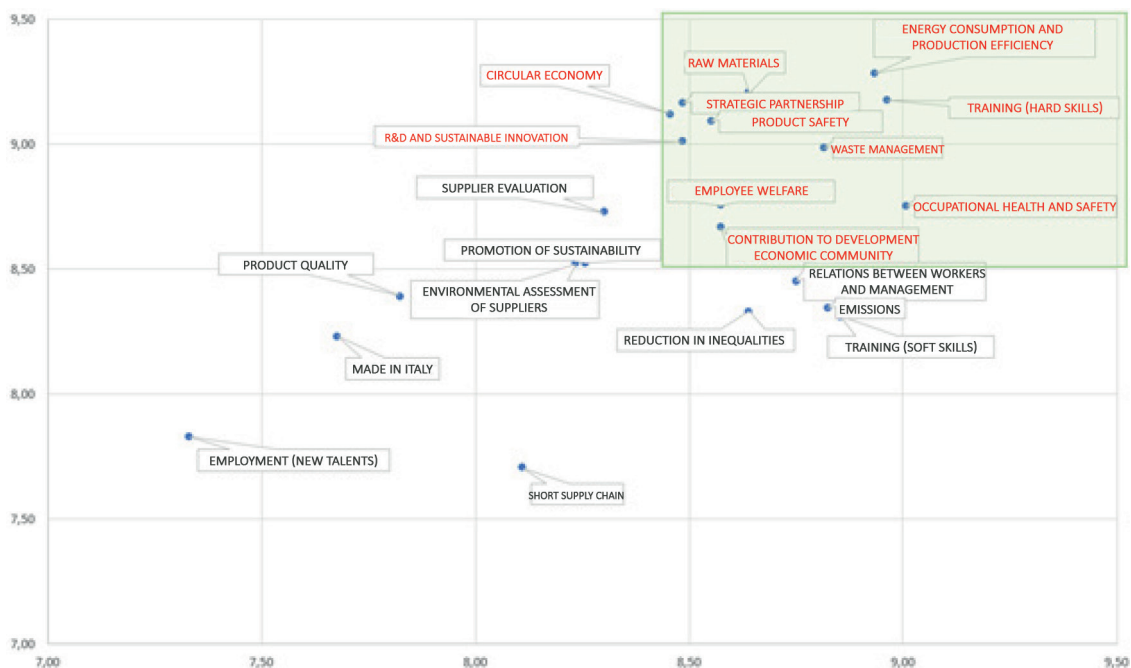
The outcome of the stakeholder-engagement process is presented in the image below, which shows the Santalucia Mobili materiality matrix.

The materiality analysis clearly outlines the relationships between company and stakeholder interests, highlighting the sustainability issues of common interest on which to focus the company's strategic actions. It also enables identification of the key issues around which to structure indicators.

Performance of a materiality analysis involves establishing the importance of sustainability issues on the basis of two criteria:

1.
**The importance of the issue
for stakeholder decisions**
2.
**The significance of impacts
generated by the organisation**

The Santalucia Mobili materiality matrix, indicating the threshold above which a topic becomes sufficiently important to be considered, and the topics identified, are presented in the image below.



5. SUSTAINABILITY GOALS AND THE 2030 AGENDA

Santalucia Mobili is committed to a path of sustainability, driven primarily by goals for responsible consumption and production and a desire to offer dignified employment targeted towards economic growth.

Another of the goals that the company is focused on is innovation of industry and its infrastructure. In this area, the company has established partnerships with local entities, particularly with other companies holding shared interests in sector-specific issues.











The goal is to create synergies for the development of the local area, through innovation for sustainability. Santalucia Mobili also works internally to guarantee ongoing training for its employees. Furthermore, the company has established several partnerships with universities to enhance the level of training and quality.

Its commitment to the climate translates into close monitoring of energy consumption and emissions, particularly of formaldehyde. Based on the process generating the materiality matrix, the issue of emissions was not identified as a material topic. Nevertheless, Santalucia Mobili intends to renew its climate commitment and also focus its activities on reducing emissions. In this regard, the company has undergone a carbon-footprint assessment. (Section 7.2)



Contribution of Santalucia Mobili to the 2030 Agenda through projects implemented

The material topics identified in the materiality matrix and included in the Mobilificio Santa Lucia S.p.A. sustainability plan are connected to various Goals of the 2030 Agenda, aimed at specific targets and broken down into actions.

MATERIAL TOPIC	2030 AGENDA GOAL	SDG TARGET	ACTION by Mobilificio Santa Lucia
Employee wellbeing (Section 6.1)		8.5 By 2030, achieve full and productive employment and decent work for all women and men , including for young people and persons with disabilities, and equal pay for work of equal value	<ul style="list-style-type: none"> - Listening and responding to the needs of its personnel - Meetings and opportunities for dialogue and sharing within the team - Organisation of work based on lean-management logic and personnel development
Training (hard skills) (Section 6.2)		4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	<ul style="list-style-type: none"> - Targeted training for personal development and teamwork - Raising awareness of the entire process throughout the company - The company is committed to taking on students through internships and the furniture-making academy
Worker health and safety (Section 6.3)		3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	<ul style="list-style-type: none"> - Constant risk analysis to identify the causes of accidents and risks - Continuous research into materials and processes with less negative impacts on the health and safety of employees
Contribution to the economic development of the community (Sections 6.4 and 6.5)		8.5 By 2030, achieve full and productive employment and decent work for all women and men , including for young people and persons with disabilities, and equal pay for work of equal value	- The company contributes to development of the community by supporting organisations in the local area
Raw materials (Section 7.3)		12.2 By 2030, achieve the sustainable management and efficient use of natural resources	- The company uses FSC-certified raw materials and products
Energy consumption and production efficiency (Section 7.1)	  	<p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency</p> <p>15.4 By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development</p>	<ul style="list-style-type: none"> - The company has replaced the heating system to increase energy efficiency in terms of heat exchange and energy consumption - The new system also reduces polluting emissions
Waste management (Section 7.2)		12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	- The company has reduced generation of hazardous waste
Circular economy (Section 7.4)		12.2 By 2030, achieve the sustainable management and efficient use of natural resources	- The company uses recycled raw materials as production inputs
R&D and sustainable innovation (Section 7.4)		9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries , in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	- The company implements research and innovation aimed at sustainability of raw materials and finished products from a product-life-cycle perspective
Strategic partnerships (Section 1.3)		17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	- The strategic partnerships developed and maintained by Santalucia are targeted at creating synergies with local players
Product safety (Section 7.3)		12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	- The company manufactures products with Carb 2 and E1 certification

6. SANTALUCIA MOBILI AND SOCIAL GOVERNANCE

6.1 Our people

People are the driving force and foundation of the Company.

Santalucia Mobili personnel are covered entirely by the “CCNL Legno e Arredamento” collective labour agreement, and are made up as follows:

	TOTAL	MEN	WOMEN
PERMANENT CONTRACT	146	105	41
FIXED-TERM CONTRACT	2	1	1
TOTAL	148	106	42

of which:

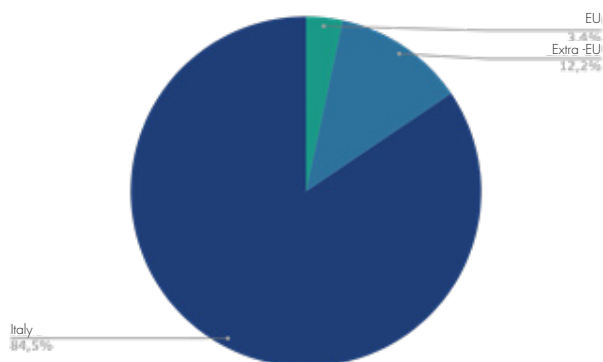
	TOTAL	MEN	WOMEN
FULL TIME	133	103	30
PART TIME	15	3	12
TOTAL	148	106	42

Santalucia Mobili is a company with strong ties to its local area, as demonstrated by its workforce, primarily originating from the local community.

Santalucia Mobili actively listens to the needs and demands of its employees, promoting open dialogue. It makes particular efforts to support a positive work/life balance, wherever possible, with part-time and remote-working solutions.

The company promotes opportunities for interaction, engaging personnel at all levels of the company, to promote sharing, a sense of belonging and team spirit.

Our ability to innovate is based on the collective knowledge and skills of our employees, who represent the company’s human capital.



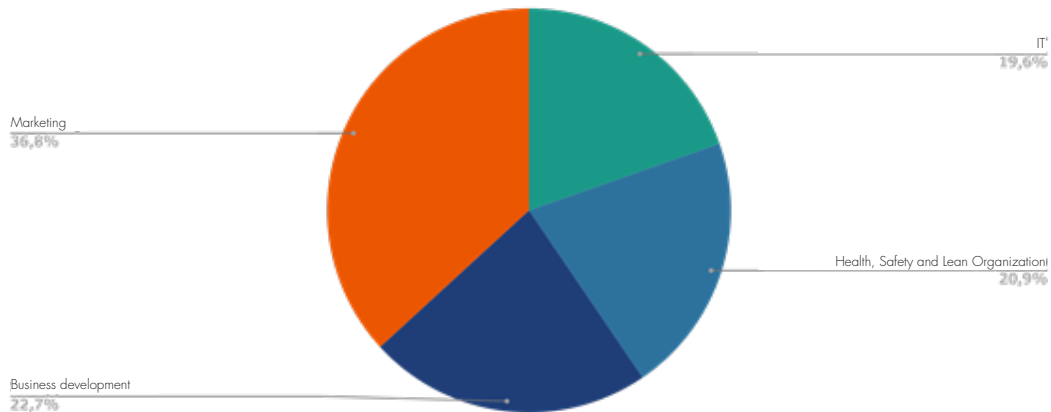
The tables show incoming and outgoing flows of personnel during 2020.

Total number of NEW EMPLOYEES in the period			
Level of new hires	Total number of new employees in the period = 5 Total number of employees at end of the period = 148		
Gender	M	Level of new hires	Number of new employees in the period = 3 Total number of employees at end of the period = 106
	F	Level of new hires	Number of new employees in the period = 2 Total number of employees at end of the period = 42
Professional categories	Management	Level of new hires	Number of new employees in the period = 0 Total number of employees at end of the period = 1
	White-collar workers	Level of new hires	Number of new employees in the period = 2 Total number of employees at end of the period = 54
	Blue-collar workers	Level of new hires	Number of new employees in the period = 3 Total number of employees at end of the period = 93
Age range	< 30	Level of new hires	Number of new employees in the period = 3 Total number of employees at end of the period = 8
	30-50	Level of new hires	Number of new employees in the period = 1 Total number of employees at end of the period = 74
	> 50	Level of new hires	Number of new employees in the period = 1 Total number of employees at end of the period = 66

Total number of EXITING EMPLOYEES in the period			
Level of employee turnover	Total number of exiting employees in the period = 3 Total number of employees at end of the period = 148		
Gender	M	Level of employee turnover	Number of exiting employees in the period = 1 Total number of employees at end of the period = 106
	F	Level of employee turnover	Number of exiting employees in the period = 2 Total number of employees at end of the period = 42
Professional categories	Management	Level of employee turnover	Number of exiting employees in the period = 0 Total number of employees at end of the period = 1
	White-collar workers	Level of employee turnover	Number of exiting employees in the period = 0 Total number of employees at end of the period = 54
	Blue-collar workers	Level of employee turnover	Number of exiting employees in the period = 3 Total number of employees at end of the period = 93
Age range	< 30	Level of employee turnover	Number of exiting employees in the period = 0 Total number of employees at end of the period = 8
	30-50	Level of employee turnover	Number of exiting employees in the period = 0 Total number of employees at end of the period = 74
	> 50	Level of employee turnover	Number of exiting employees in the period = 3 Total number of employees at end of the period = 66

6.2 Training

As a primary asset for the Group, human capital is a strategic resource requiring loyalty building and development with long-term paths for professional growth. Santalucia Mobili invests in and develops the skills of individuals and working groups. This results not only in professional development of personnel but also in growth of the business as a whole. Santalucia Mobili believes that training is an opportunity for growth that touches all aspects of the Company, from both a technical and interactional perspective.



Health and safety training meets all the requirements of applicable regulations. Training paths outside the sphere of workplace health and safety have been defined based on the training requirements of employees.

Personal growth of employees is also linked to the lean philosophy adopted by the company. Lean management involves techniques for management and development of personnel, considered as the real driving force for improvement of the company. Everyone must be involved in the process of improvement within the company: top management, heads of teams and middle managers and blue-collar workers. Full engagement and enhancement of the workforce also brings positive effects for process efficiency.

In 2020, training plans were suspended due to the global pandemic.

Between 2019 and 2020, courses organised involved areas such as marketing, business development, IT, health and safety and lean organisation.

6.3 Health and safety

We have always guaranteed all personnel conditions and workplaces that not only comply with applicable regulations but are also as comfortable as possible and organised to minimise the risk of accidents and their severity. Placing people at the centre of company decisions means considering workplace health and safety not merely as a regulatory requirement with formal rules of internal conduct to avoid occupational accidents and illness, but also as a strategic consideration, safeguarding and promoting the wellbeing of workers, their professional expertise, skills and experience.

The company is also committed to developing and maintaining a robust health and safety culture, founded on:

- clear roles and responsibilities
- continuous training for all personnel
- preventive risk management
- analysis of non-compliant elements and conduct
- best practices.

Santalucia Mobili constantly monitors working conditions in accordance with applicable standards and laws. It invests resources, time and energy in actively monitoring workplace health and safety, and in continuous training for employees. Mobilificio Santa Lucia periodically assesses risks and involves appointed managers and the head of the prevention and protection service for reporting of risks and necessary participation, consultation and discussion around employee health and safety. The most recent risk assessment identified **risks associated with manual handling of loads and environmental risks linked to the working environment** as the **most significant**. Every report of a possible health and safety risk is analysed to carefully evaluate the causes and to identify corrective actions or areas for improvement, with the goal of preventing an actual incident.

The Company's efforts around employee health and safety ensured there were no accidents in 2020 and just two in 2019, one of which was while travelling to work. Below is a comparison of 2019 and 2020 for frequency and severity of accident.



External companies working within the business scope of Santalucia Mobili receive detailed information on the specific risks present in the environments they will be working in and on the prevention and emergency measures adopted in relation to their work, as indicated in the DURVI risk and interference assessment document.

In 2020, following the outbreak of Covid-19 and spread of the illness leading to a general lockdown across Italy, the Company promptly adopted all measures to safeguard employee health and safety and guarantee continuity of operations, starting with the manual sanitisation of the two production plants. Surgical and washable masks were also distributed to employees, as well as sanitising hand gel.

6.4 Supporting the local community

Santalucia Mobili is committed to ensuring the wellbeing of the community in which it operates, both promoting independent projects and supporting various organisations operating in the social sector.

DAL 1987



IL GIGLIO
COOPERATIVA SOCIALE

Mobilificio Santalucia supports the charity **Cooperativa sociale Il Giglio S.c.a.r.l. O.N.L.U.S. of Porcia** outsourcing commissions to them. This association works to guarantee a secure and dignified future for people with disabilities, offering support for employment, social care, rehabilitation and personal growth, as well as helping their families. Its goals are: **developing independence, cognitive abilities and relationships; pursuing psychological and physical wellbeing;** developing an adult identity; raising awareness of disabled persons in the local community and promoting behaviour characterised by social solidarity; optimising processes for integration of disabled persons into the community.



Santalucia Mobili, with its business strongly rooted in Prata since 1965, has been supporting the **Volley Prata** volleyball team since 2018. This successful squad plays in the A3 division and numbers 130 athletes across the juniors, men and women.



The company also supports the **FOSAR national festival of independent creative arts and music**, in the enchanting oasis of Villa Varda a Brugnera (Pordenone), surrounded by nature, art, performance and flavours.

Since 2019, the company has collaborated with **Pordenone Design Week**. Pordenone Design Week is a social-innovation event focused on the **relationship between design, art & architecture and the production system in general, particularly SMEs, improving values and vision**.

In the 2020 edition, which took place online, participants had the task of designing the wardrobe of the future, understood as a tall, upright element (bound by the traditional placement against the wall) and architectural element in particularly limited domestic environments, such as small homes, bedsits and hotel rooms, returning to function and how this could influence the management of interior space.



Santalucia Mobili is involved in the environmental project launched by **Gruppo Illiria entitled “Adotta un alveare” (Adopt a beehive)**, which aims to **support the world of bees**. They play an essential role in our ecosystem and are at risk of extinction due to intensive agriculture, chemical pesticides and climate change. Santalucia Mobili has adopted ten organic beehives in the town of Moruzzo (Udine). The honey produced is delivered directly to the company at the end of the season.

Partnering again with Gruppo Illiria, Santalucia Mobili decided to stock **Acqua Wami** in its vending machines. This is a water with a mission to help people. Each bottle purchased corresponds to a **donation of 100 litres of drinking water, contributing to the implementation of water projects in villages in need in Africa**.



In 2021, there are plans for Santalucia Mobili to participate as a partner of the new course at the **ITS Alto Adriatico high school in Pordenone for “Industry 4.0” technical experts in the furniture industry**, together with **Confindustria Alto Adriatico** and the **“Cluster Legno Arredo Casa FVG” consortium**.

6.5 Economic value generated and distributed

Information on the creation and distribution of economic value provide a general idea of the creation of wealth by an organisation for its stakeholders. This is useful to identify a direct monetary figure going towards local economies.

This amount has been calculated according to the GBS (Sustainability report work group) structure, which considers the net global added value, i.e. the figure deriving from core, secondary and non-recurring activities carried out by the Company.

From this value, it is possible to assess the wealth distributed during the reporting year to:

- Personnel
- Public administrations
- Debt capital
- Company
- Donations

MOBILIFICIO SANTA LUCIA S.P.A	
GLOBAL ADDED VALUE	2020
Revenues from sales and services - adjusted revenues	18,254,787
Revenues from sales and services - adjusted revenues	18254787
Increases of in-house processing	
Other revenues and income	138,083
Core-production revenues	18,392,870
Intermediate production costs	(13,420,788)
Consumption of raw materials, consumables and goods	(7,435,782)
Costs for services	(5,126,254)
Costs for third-party assets	(470,676)
Other provisions	(240,375)
Other operating charges	(147,701)
GROSS CORE ADDED VALUE	4,972,082
Secondary and non-recurring components	
GROSS GLOBAL ADDED VALUE	4,972,082

MOBILIFICIO SANTA LUCIA S.P.A

DISTRIBUTION OF ADDED VALUE	2020
A) Remuneration of personnel	4,839,036
Employees	4839036
a) direct remuneration	3484194
b) indirect remuneration	1354842
c) allocation of income	-
B) Remuneration of Public Administrations	(280,704)
Direct taxes	(266,704)
Indirect taxes	
- grants in year	(14,000)
C) Remuneration of debt capital	301,005
Charges on capital	301,005
D) Remuneration of risk capital	-
Dividends (funds distributed to owners)	-
E) Remuneration of company	104,245
+/- Variation in reserves	(357,051)
(Amortisation/depreciation)	461,296
Remuneration of local community and environment	8,500
External donations and sponsorship	8,500
NET GLOBAL ADDED VALUE	4,963,582

7. SANTALUCIA MOBILI AND ENVIRONMENTAL GOVERNANCE

Santalucia Mobili develops and manufactures products with a focus on quality, minimising environmental impacts and maximising energy efficiency, optimising the use of natural resources and raw materials.

7.1 Energy consumption and production efficiency

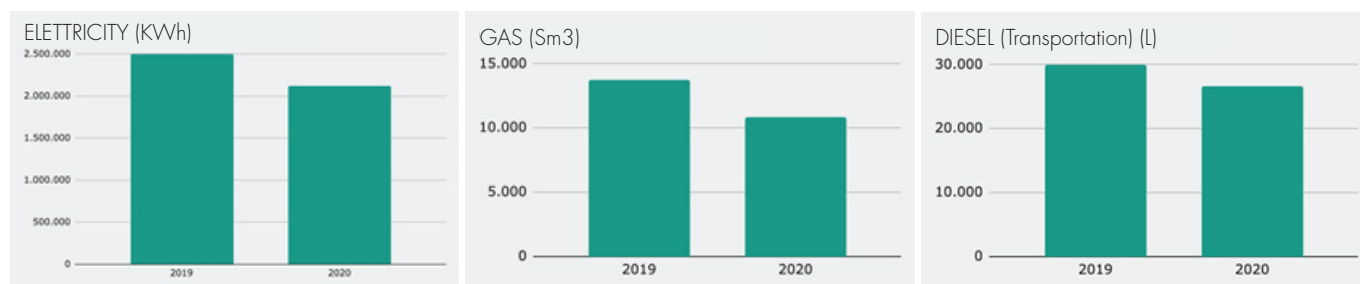
Energy consumption represents a significant component of production activity in the wood industry.

Energy is primarily consumed:

- for operation of production plants and associated systems
- for lighting offices and production areas
- for external lighting
- for operation of IT equipment.

The charts below compare consumption in the years 2019 and 2020 for the energy sources used by the Group. As the charts demonstrate, in 2020 consumption was impacted by closures in the months of March and April due to the Covid-19 pandemic.

Furthermore, in 2020 we installed an LNG heating and air-conditioning system at our production



plant in Via Manin, which meant we could replace the old wood-chip boilers with a gas system. The gas tank was installed by distribution company Liquigas and represents one of the first industrial distribution systems in Friuli Venezia Giulia.

The new heating system has enabled a significant reduction in hazardous emissions, because wood shavings are no longer burnt, avoiding combustion of particulates and other impure substances.

In terms of energy efficiency, the new heating system enables improved heat exchange and a significant reduction in consumption. In fact, the current heating system has a maximum power consumption of 9.75 kW/h, compared to previous consumption of 47.9 kW/h.

7.1.1 Santalucia Mobili's carbon footprint

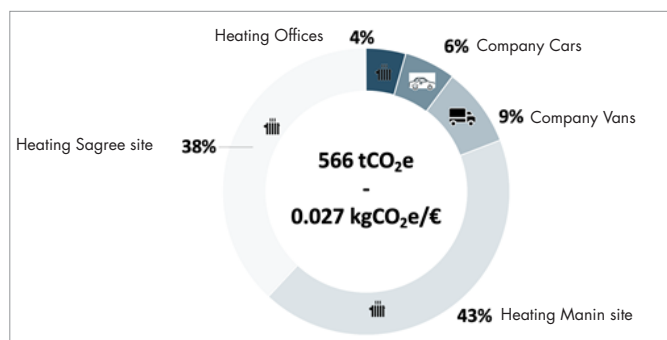
Reducing greenhouse-gas emissions is an issue that is increasingly impacting our daily lives, as well business policies and strategies around the world. Santalucia has launched a process to reduce emissions, starting by understanding the current situation. Even though this was not identified as a material topic, it was decided to carry out a carbon-footprint analysis to assess possible action areas.

Santalucia Mobili has therefore launched a reporting process for its GHG (greenhouse-gas) emissions in compliance with standard ISO 14064:2012.

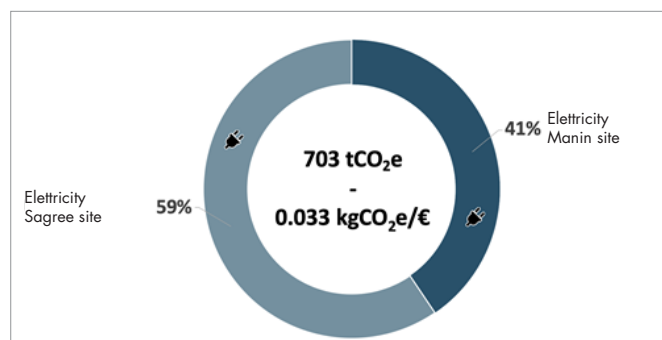
The methodology involves analysis of emissions under three categories:

- **Scope 1:** direct emissions (heating, company vehicles, refrigerant gases, etc.)
- **Scope 2:** indirect emissions through energy consumption (electricity or heating generated by third parties)
- **Scope 3:** indirect emissions (raw materials, third-party transport, trips, waste, use of products sold, disposal of products sold (recycling, incineration, landfill), and employee commuting)

Currently, an analysis of scope 3 was not feasible and consequently the analysis only considers direct emissions and indirect emissions from energy consumption. The former constitute 45% of total scope 1 and 2 emissions and are generated primarily by heating of buildings, while the latter accounts for the remaining 55%.



Scope 1



Scope 2

The analyses performed prompted Santalucia to launch an initiative for more detailed non-financial-data processing in order to expand the carbon-footprint analysis to include Scope 3 and thus the entire value chain. At the same time, this will contribute to greater digitalisation, simplifying low-added-value data-collection phases and replacing them with precise and rapid extraction of data directly by management software. This will enable a reduction in the use of paper as well as declaration of emissions levels for all products sold.

In this context, lean methods and techniques, which Santalucia Mobili began to implement back in 2012, continuing in a more structure way from 2019, will help to reduce waste, inefficiencies, re-processing and unnecessary use of resources, therefore having a positive effect on the environment by supporting a reduction in greenhouse-gas emissions.

7.2 Waste

Santalucia Mobili constantly monitors waste volumes, in accordance with all applicable regulations and storage requirements.

The most significant forms of waste in terms of volume are wood shavings, paper and cardboard packaging and packaging in mixed materials.

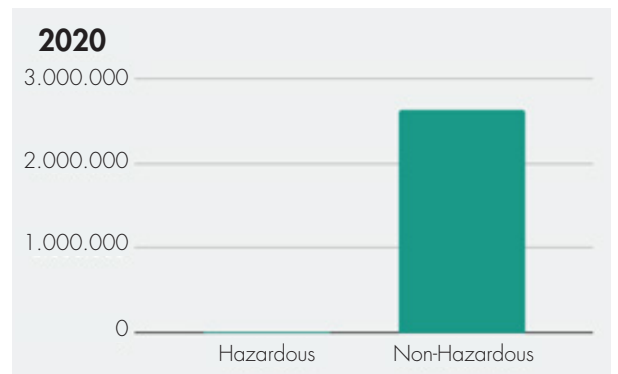
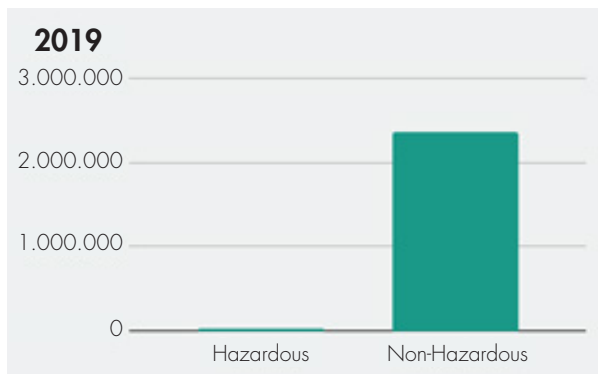
Waste by type and weight, 2019

Type	kg
Shavings	2,122,540
Paints and varnishes	260
Toner	50
Ashes	40,180
Other solvents and solvent mixtures	1,440
Paper and cardboard packaging	101,620
Plastic packaging	22,980
Mixed material packaging	75,960
Packaging containing residues of/ contaminated by dangerous substances	360
Sanitary products, filtering materials, cloths and protective clothing	2,380
Aluminium	1,340
Iron and steel	4,820
Water-based liquid waste containing adhesives or sealants	36,640

Waste by type and weight, 2020

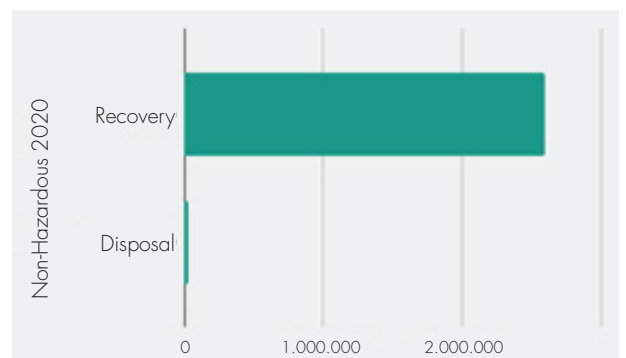
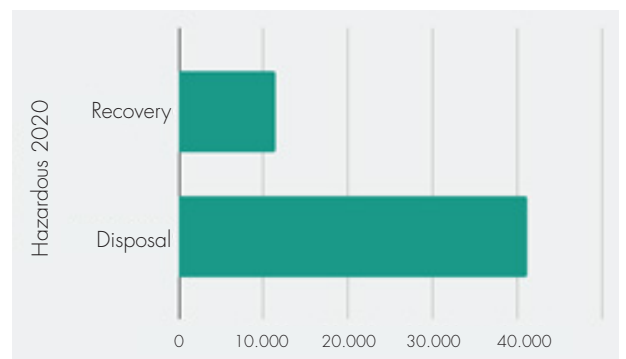
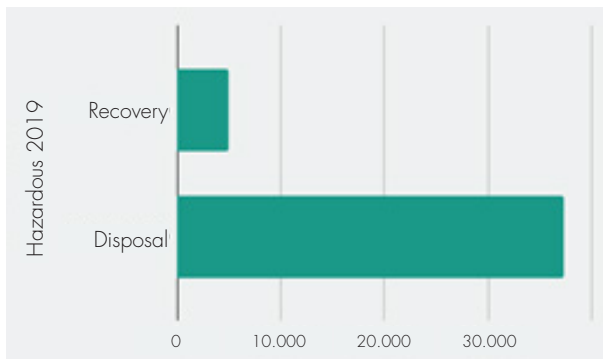
Type	kg
Shavings	2,332,820
Paints and varnishes	10,820
Toner	50
Ashes	41,060
Paper and cardboard packaging	102,230
Plastic packaging	27,950
Mixed material packaging	57,980
Packaging containing residues of/ contaminated by dangerous substances	360
Sanitary products, filtering materials, cloths and protective clothing	3,380
Aluminium	1,760
Iron and steel	19,020
Tool parts and used machining materials	210
Broken equipment, containing hazardous components	40
Broken equipment	260
Bituminous mixtures	45,380
Cables	320
Other insulating materials containing or made of hazardous substances	80
Waste adhesives and sealants	1,890
Fluorescent tubes and other waste containing mercury	70
Other insulating materials containing or made of hazardous substances	60

From the above data a comparison can be drawn between the production of hazardous and non-hazardous waste in 2019 and 2020, expressed in kg:



The decrease in hazardous waste between the two years is primarily due to replacement of the boiler at the Via Manin site, which is no longer powered by burning wood shavings, leading to a reduction in ash produced.

The charts below show end-of-life handling for hazardous and non-hazardous materials, compared for the years 2019 and 2020.



7.3 Materials

In line with the commitment made to pursue quality, safety and environmental protection, we aim to place sustainability at the centre of all of our processes, starting from the raw materials.

The table below presents the main raw materials used in production during 2020.

Type of material	Quantity	
	2019	2020
Unprocessed chipboard (m ³)	7,200	6,989
Unprocessed MDF (m ³)	300	290
Melamine chipboard (m ²)	144,126	136,613
Melamine MDF (m ²)	2,610	2,535
Decorative paper (m ²)	820,587	801,250

Other materials used in production are:



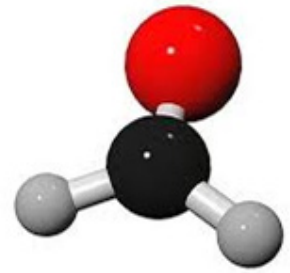
Santalucia Mobili pays great attention to the quality of its products. This begins with selection of suppliers for raw materials that originate primarily from Italy and Austria. It also means promoting a culture of sustainability along the entire supply chain. **Certified products** are selected when sourcing materials, specifically with **E1, FSC** and **Carb II** classifications. In addition to these certifications, trusted suppliers are identified that comply with regulations and delivery times, in accordance with ISO 9001:2015 certified quality standards.

To support growth of the community, the Company gives priority to local suppliers.



CARB certification, which stands for the California Air Resource Board, is based on the Airborne Toxic Control Measure (ATCM), aims to **reduce and control emissions of formaldehyde from wood-based materials** used in California, and has subsequently been extended as the reference standard in Europe as well.

Wood-based panels are classified on the basis of their formaldehyde emissions following the criteria defined by technical regulations for the sector. An emissions class is assigned to the product on the basis of initial type testing and periodic checks on production. **Class E1 panels** (with low emissions) can be used without causing a steady-state concentration in the air of the testing chamber (UNI EN 717-1) greater than 0.1 ppm, the limit recommended by the World Health Organisation for domestic and living spaces.



The **FSC®** mark identifies **wood originating from forests managed in a correct and responsible way** according to rigorous environmental, social and economic standards established and approved by the Forest Stewardship Council. The Forest Stewardship Council® (FSC®) is a global non-profit organisation dedicated to the promotion and responsible management of the world's forests. For certification of the chain of custody, an accredited certification body assesses the traceability of FSC wood at the different stages of its processing and sale, from the arrival of timber at the sawmill through to production of semi-finished and finished products.

All certifications and characteristics associated with products are made available to customers through a digital materials showroom, which will go live in 2021.

7.4 R&D and the Circular Economy

Santalucia Mobili is constantly researching new solutions to support the transition from a linear economy to a circular economy, working both on raw materials and product development, and adapting to future demands of end users who are increasingly sensitive to environmental issues.

Together with suppliers the company is committed on the following fronts:

- Use of water-based coatings
- Purchase of recycled polystyrene

In 2021, we will introduce sustainable packaging, replacing shrink wrap with certified cardboard on our packaging line.

Sustainability is central to product development. The aim is to extend the lifetime of products through robust components that enable furniture to be assembled and re-assembled multiple times. There is also a focus on the use of recyclable materials within products, particularly aluminium and glass.

The prototyping phase is also environmentally sensitive, utilising 3D printers to reduce the use of physical samples.

One clear example of this commitment is Santalucia Mobili's collaboration with the Studio Spessotto design firm, developing a sofa that can be completely disassembled at the end of its life, introducing a new sustainable product concept.

8. FUTURE GOALS, LOOKING AHEAD TO 2024

Santalucia Mobili has defined the sustainability goals it aims to achieve in the coming years. Firstly, the company will maintain its commitment to the goals it is already working towards.

It aims to pursue more responsible production and engage with customers and end users for a more sustainable approach to consumption. In terms of energy consumption and production efficiency, Santalucia Mobili intends to better manage data to monitor emissions, enabling precise emissions reporting. In addition, the company plans to transition to use of renewable energy for electrification. Innovation of processes and products will be guided by circular-economy principles and targeted at sustainable development.



The material topics for the future Mobilificio Santa Lucia S.p.A. sustainability plan are connected to various Goals of the 2030 Agenda, aimed at specific targets and translated into actions.

MATERIAL TOPIC	2030 AGENDA GOAL	SDG TARGET	ACTION by Mobilificio Santa Lucia
Employee wellbeing		8.5 By 2030, achieve full and productive employment and decent work for all women and men , including for young people and persons with disabilities, and equal pay for work of equal value	<ul style="list-style-type: none"> - Increase meetings with dialogue and opportunities for sharing - Promote the company values throughout all divisions - Gather information and suggested improvements from employees through surveys - Create a centre for dialogue
Training (hard skills)		4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	<ul style="list-style-type: none"> - Increase investment in training - Implement lean-thinking activity for continuous improvement and updating of performance - Training for the team on issues of circular-economy, emissions reduction and sustainability
Worker health and safety		3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	- Actions to improve the work environment , production sites and processes aimed at greater employee health and safety
Contribution to the economic development of the community		8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	- Increase actions to support the community aimed at economic development of the local area
Raw materials		12.2 By 2030, achieve the sustainable management and efficient use of natural resources	<ul style="list-style-type: none"> - Definition of actions to reducing packaging - Introduction of new materials
Energy consumption and production efficiency	 	7.3 By 2030, double the global rate of improvement in energy efficiency	<ul style="list-style-type: none"> - Management of data to monitor emissions - Reporting of scope 3 emissions in greater detail, starting with precise data collection - Electrification and use of renewable energy - Sharing of emissions figures to international bodies
Waste management		12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	- Reduction in waste through implementation of reuse and recycling
Circular economy		12.2 By 2030, achieve the sustainable management and efficient use of natural resources	- Analysis of potential circular-economy initiatives applied to end products
R&D and sustainable innovation		9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries , in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	- Introduction of a range of products that can be completely disassembled
Strategic partnerships		17.17 Encourage and promote effective public, public-private and civil society partnerships , building on the experience and resourcing strategies of partnerships	- Involvement of suppliers in the fight against climate change
Product safety		12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	- Engagement with customers providing information enabling them to make more informed choices when purchasing, in terms of both usage and disposal

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SANTALUCIA MOBILI

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The background of the entire page is a solid light green color. It is decorated with several large, stylized leaf patterns in a slightly darker shade of green. These patterns are composed of thick, rounded outlines that define the shape of the leaves and their veins. They are positioned in the corners and along the bottom edge of the page.

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