

# SUSTAINABILITY REPORT 2022

SANTALUCIA MOBILI





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## LETTER TO STAKEHOLDERS

Dear stakeholders, we are pleased to present another edition of our annual sustainability report.

This third report is the result of Santalucia Mobili's constant commitment to achieving all of the goals set when we launched our strategic path in 2020 (*TO DO FUTURE, towards sustainable change*), aimed at the sustainable development laid out by the UN 2030 Agenda.

Santalucia Mobili aims to improve its efforts in this direction, through investment, innovation and technological development, enabling manufacturing of high-quality furniture using recycled materials whilst respecting the environment.

Here at Santalucia Mobili, we are ever more aware of the importance of sustainability and we strive to enact it through concrete action every day.

In 2022, we tested solutions involving coatings derived from bio-solvents and plant-based resins from controlled-origin crops, with the goal of their introduction in 2023. In addition, through research by our design department, the company developed the first Santalucia Mobili sofa that can be entirely disassembled, with eco-friendly solutions for disposal at the end of the product's life. This was also planned for 2023 release.

Another important step was the evaluation and negotiation to equip the Via Sagree manufacturing site with a photovoltaic plant for installation in summer 2023, with a rated power of 522.17 kWp.

2022 was not without its issues. Following the initial dramatic phase of the pandemic, the conflict between Russia and Ukraine further

worsened the European scenario, leading to dizzying increases in costs for energy and raw materials.

In this context, with a huge effort from all parties and the flexibility and ability to effectively handle developments, Santalucia Mobili successfully maintained its competitive advantage.

FY 2022 saw turnover increase by approx. 22% YOY. Another source of momentum was the commissioning of the Lotto Uno plant, which is supporting rationalisation of warehouses for semi-finished products and accelerating customisation operations that are increasingly

in demand.

The first kaizen projects were initiated in manufacturing departments and efforts also continued to increase efficiency, focused primarily on reducing non-conformity and greater productivity.

There is still much to do, but we look to the future with optimism. Teamwork has been key, and our values, collective attitude and strong motivation have enabled us to achieve our goals despite all of this uncertainty.

I would like to thank everybody for the passion and energy demonstrated in the face of daily challenges.



### TO DO FUTURE

Verso il cambiamento sostenibile

BY SANTALUCIA MOBILI

Elsa Boer, Chair



## METHODOLOGICAL FRAMEWORK

This year, Mobilificio Santa Lucia S.p.A. [GRI 2-1] (or Santalucia Mobili) presents its third Sustainability Report, confirming its commitment to a plan of sustainable development and to offer all stakeholders relevant information in a clear and transparent format.

This report demonstrates the company's awareness of the strategic importance of sustainability in its business model, and the process of increasing awareness underway within the main corporate divisions.

The reporting principles adopted are those of the **Global Reporting Initiative (GRI)**, selecting the “with reference” option. The GRI Standards (core option) represent the most widely recognised sustainability reporting framework globally and promote public reporting of sustainability actions using a system of indicators.

At the same time, Santalucia Mobili has been guided by the action plan of the SDGs, the **17 Sustainable Development Goals** agreed in 2015 by the governments of 193 UN member states.

These reporting tools have enabled the company to identify significant impacts on the economy, the environment and society, and

share them with all stakeholders according to globally recognised standards.

The reporting period for the third sustainability report is the year 2022 and this corresponds with the financial reporting period.



The data contained in the sustainability report will be updated annually [GRI 2-3]. The document has not been submitted for assessment by third parties [GRI 2-5].

The material topics identified apply to the sites in Via Manin 34 and Via Sagree 21, both of which are in Prata di Pordenone (Pordenone, Italy) [GRI 2-1]. The entities included in sustainability reporting are the same as those including in financial reporting [GRI 2-2].

For any further information about Santalucia Mobili's sustainability journey detailed in this report, please contact Domenico Basso: [d.basso@santaluciamobili.it](mailto:d.basso@santaluciamobili.it) [GRI 2-3].

This document was published in: **November 2023** [GRI 2-3].



## HIGHLIGHTS

**856,462**

panels per year\*



6



**509,867**

packages per year

\* of which

MTS (make to stock): 783,533

MTO (make to order): 72,929

Santalucia Mobili has:



became a member of the  
**Consorzio del Pannello Ecologico**

Santalucia Mobili works with:





**SANTALUCIA MOBILI**

**1**

**THE COMPANY**

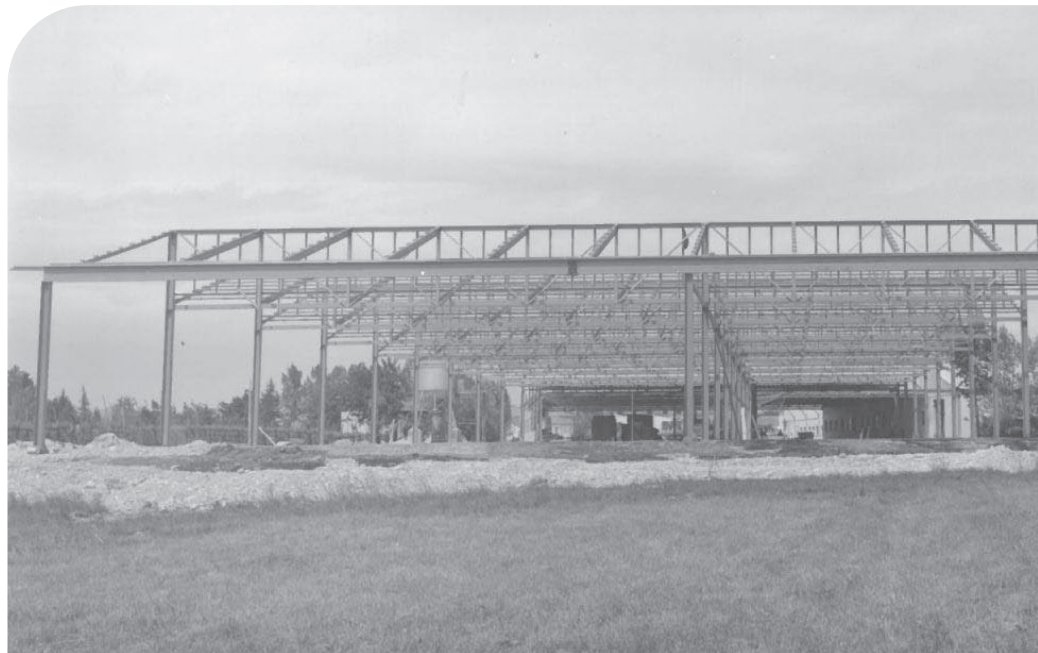


**“We have changed the angle, turning marginal features such as storage units into modular spaces for living our daily lives.”**

Santalucia Mobili is a well-organised, tenacious and dynamic company producing wooden furniture [GRI 2-6], driven by enthusiasm and teamwork.

We want to grow and improve, and it is here that our furniture takes shape, making us known around the world.

This is why we follow all new developments in the world of materials, finishes and workmanship with interest, to make sure we are always able to meet the needs of a diverse and attentive public.



## 1.1 OUR STORY. Everything began in a small workshop



1965

1994  
-  
2001

2005

**Santalucia Mobili was founded in 1965** in Prata di Pordenone and the company's history runs parallel to the economic and industrial development of the local area, along with other social and cultural shifts.

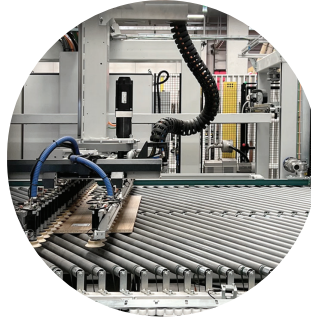
It all started in the garage of one of the founders, then developing in a much larger warehouse space. These artisan beginnings continued to underpin Santalucia Mobili style, becoming a defining characteristic of its business model.

Initially, the core business was focused on manufacturing standard bedroom and living-room furniture compositions. From 1994 to 2001 **the range expanded with addition of modular bedroom and living-room furniture.**

This also required updating of production and, in 2005, the **second manufacturing site** was built in just six months, located in Prata di Pordenone.



SANTALUCIA MOBILI



2017

2020

Our story can also be told through the **evolution of the company logo**, which lived through the decades until the latest **restyle** which gave it its current look in 2017, aimed at positioning the company higher in the market.

Since 2020, a series of **investments have been made in technology**, essential to anticipate the future requirements of a market that is moving ever faster and becoming ever more demanding.

■ 1.1 OUR STORY. Everything began in a small workshop

EVOLUTION OF THE SANTALUCIA MOBILI LOGO



1965



1985



1975



2007



**santa lucia**

2014

**santa lucia**

2016

**santa lucia**

2015

**SANTALUCIA MOBILI**

2017

## ■ 1.2 SUPPLY CHAIN

Santalucia Mobili's supply chain is a complex process involving various players and phases. Here is a general description [GRI 2-6]:

### 1. PROCUREMENT OF RAW MATERIALS

Santalucia Mobili's supply chain begins with procurement of the raw materials required for furniture production. **These raw materials can include wood, metal, fabrics, glass and electronic components**, depending on the type of furniture produced.

### 2. PRODUCTION

Once the raw materials have been purchased, the production phase begins. Santalucia Mobili has production plants equipped with advanced machinery and technology for the manufacture of furniture. This phase includes the **processing of raw materials and wood, manufacture of components, assembly and quality control**.

### 3. PACKAGING AND WAREHOUSING

After production, furniture is adequately packaged to protect it during transport. **Safe and resistant packaging materials** are used to avoid damage during transport and warehousing.

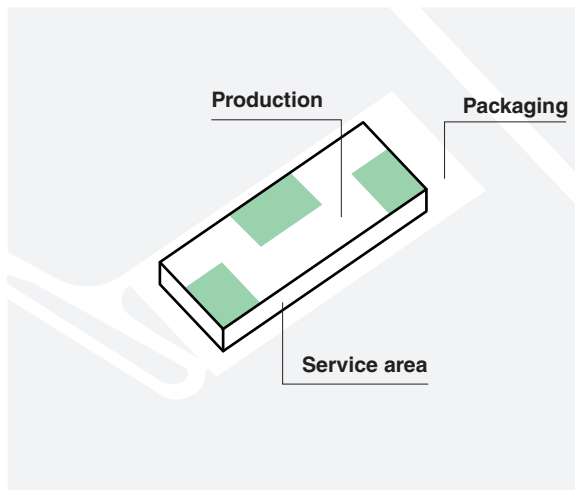
### 4. DISTRIBUTION

Santalucia Mobili has a **network of distributors and retailers in different areas**. Furniture is shipped to sales points employing distribution logistics. This phase involves **coordination of shipments, monitoring of logistics and management of orders** to guarantee prompt and accurate delivery of furniture to sales points.

### 5. AFTER-SALES ASSISTANCE

Santalucia Mobili also provides customers with after-sales assistance services. This may involve **management of warranty requests, assistance for installation of furniture, maintenance and problem solving**. The company is committed to offering a high-quality service to guarantee customer satisfaction.

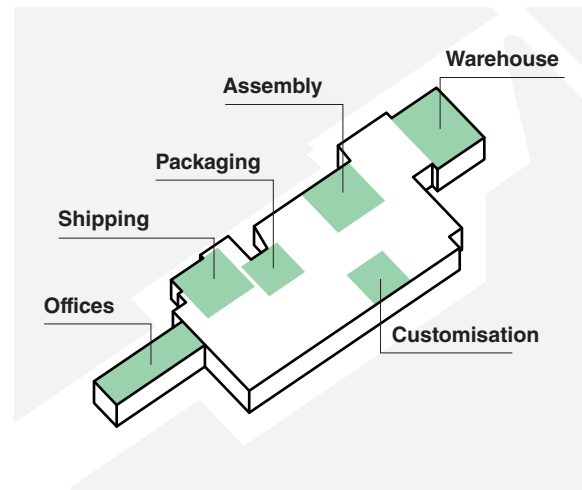
**35,350 m<sup>2</sup>**  
**PRODUCTION SPACE**



### **Via Sagree, 21**

Production site  
**12,600 m<sup>2</sup>**

At the Via Sagree production site, we **manufacture MTS** (make to stock) **semi-finished products and a proportion of MTO** (make to order) semi-finished products.



### **Via Daniele Manin, 34**

Production site  
**22,750 m<sup>2</sup>**

At the Via Manin production site, we handle **assembly, packaging and shipment of goods**. The entire process is managed through planning and scheduling of production based on the portfolio or orders, which enables us to guarantee an efficient and well-organised flow of activities throughout the supply chain.

## 1.3 OUR BRANDS

Santalucia Mobili creations are grouped into three brands, each with its own identity but perfectly complementing one another. Despite providing distinct responses to our customers' requirements, they work in perfect harmony [GRI 2-6].



### IKONA: AN ELEGANT LIVING ROOM, for a stylish home

Ikona is the brand designed for those who love architecture with a **strong geometric slant** and **sculpted charm**.

A brand with two collections, Dandy and Innova, to furnish living space with innovative solutions.

Powerful modular units and special finishes furnish a modern and trendy home, translating projects into products with a unique design, breathing life into a customised style.



### HOMY: FUNCTIONAL STYLE

Homy is the Santalucia Mobili brand for furnishing your living space and bedroom with **products you can count on**, featuring **carefully designed details**. Every element has been designed and made to meet all living-space needs, offering an infinite number of solutions.

Design and functionality are at the heart of all HOMY collections.

The strength of this brand is its ability to transform marginal features such as storage units into modular spaces for daily living.



### PRATICO: A YOUNG SPIRIT

Pratico captures fresh furnishing trends, with **textured effects and versatile geometries in original compositions**, where functionality and design go hand in hand.

This furniture features modern designs for the living and bedroom spaces, which can be customised with unique details: the effect is always practical, just as the name suggests.

## 1.4 OUR MARKETS

Our primary market is Italy and we are strengthening our presence in the international market, extending across five continents and 43 countries. In 2022, the areas with the strongest growth were: **Europe, North America, South-East Asia and the Middle East: particularly France, the Philippines, Singapore, the United Arab Emirates and the USA** [GRI 2-1].

5

continents

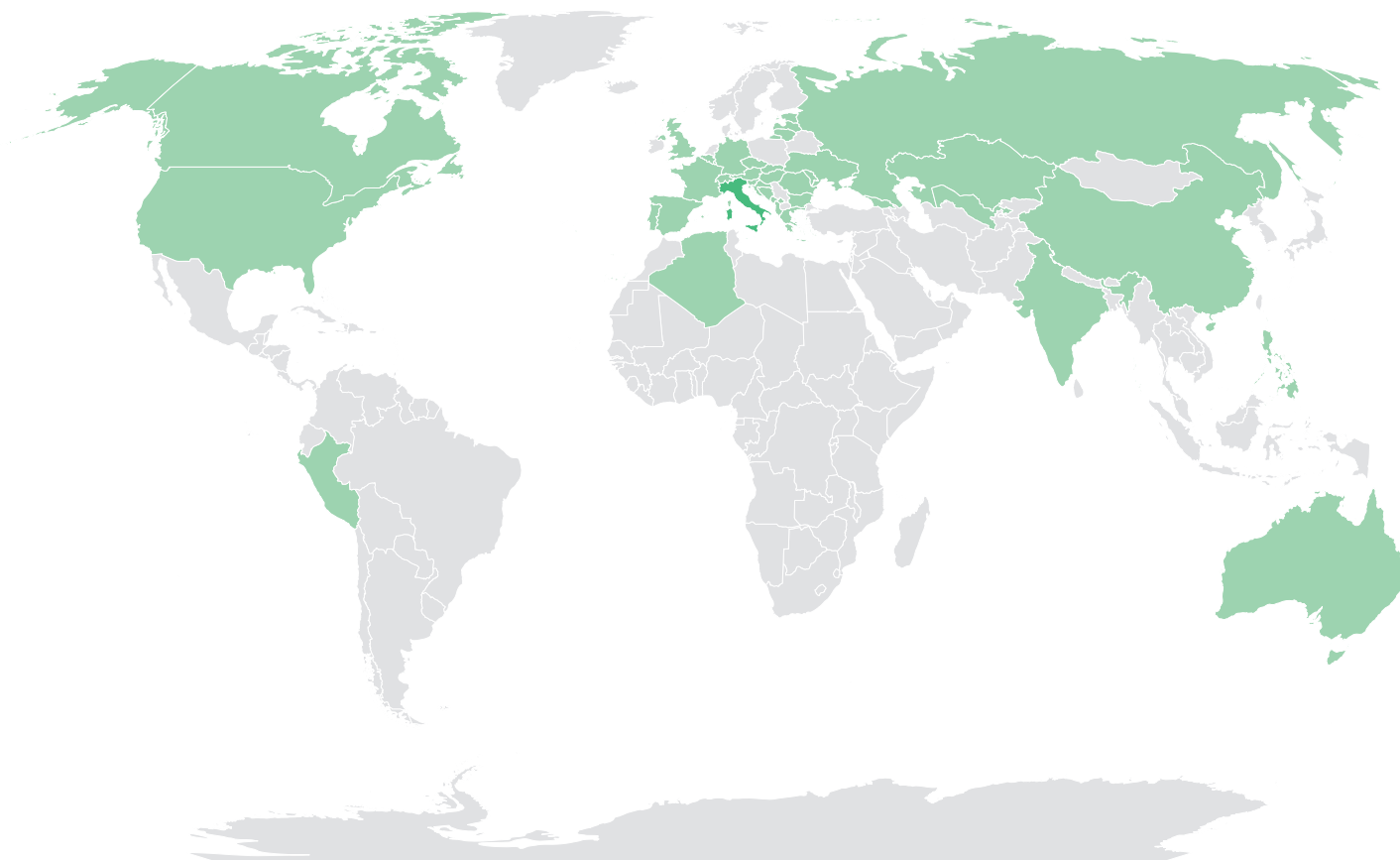
43

countries

Santalucia Mobili continues to invest in the development of its existing markets and approach new emerging markets such as Africa and India.

We will also relaunch our programme of openings of Chinese showrooms, after recent closures due to the pandemic.

In 2023, we plan to introduce a new collection of furnishings and accessories to support the opening of new showrooms all around the world.





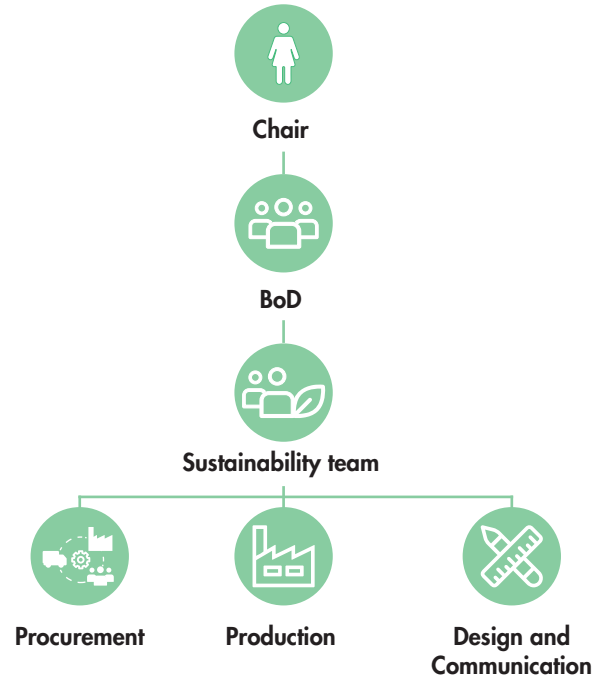


**2**

**GOVERNANCE**

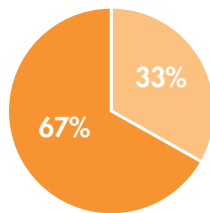
Santalucia Mobili is governed by a **Board of Directors (BoD)** elected at the Shareholders' Meeting. The members of the BoD are appointed by shareholders [GRI 2-9]. They are all executive directors and have the necessary expertise to responsibly manage the business in relation to sustainable-development goals. Directors therefore assume full responsibility for economic, social and environmental performance, although there is currently no procedure in place to assess management of impacts [GRI 2-18].

The BoD is currently made up of two men and one woman. The BoD is composed of the Chairperson, Managing Director, and Vice Chairperson, with an age range of 48–59 years. The BoD is composed in this way to ensure diversity and independence [GRI 2-10]. The chair of the highest governance body is not a top executive in the organisation [GRI 2-11].



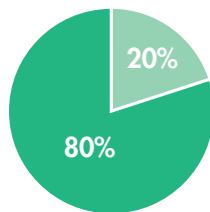
**BoD**

- Women
- Men



**Sustainability team**

- Women
- Men



Santalucia Mobili is strongly committed to sustainability. This is why a **Sustainability Team** [GRI 2-17] was established in 2020, formed of an extended BoD, with participation of some members of the BoD and the heads of strategic functions for the organisation: procurement, sales, marketing, operations, EDP and treasury. The team continuously reports to the highest governance body on management of the organisation's impacts on the economy, environment and people [GRI 2-12]. In particular, a monthly meeting is held to discuss these matters [GRI 2-13].

## ■ 2.1 OUR VISION AND MISSION

A company's vision and mission are what 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.

### VISION

Our long-term goal

**“A company that matters, because you matter”**

### MISSION

The contribution we want to make

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

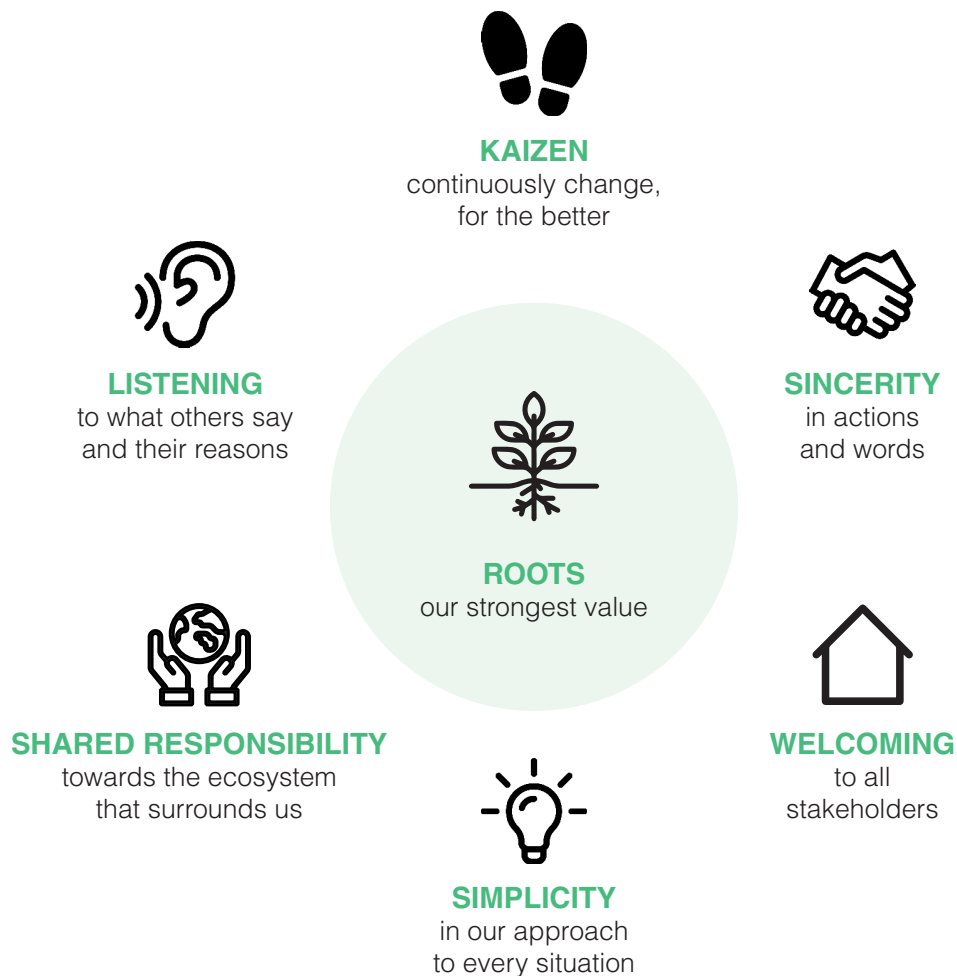
### PURPOSE

The underlying resolution

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

## 2.2 HOW WHAT WE BELIEVE TRANSLATES INTO WHAT WE DO

Values are a fundamental bridge between our beliefs and our actions. They guide and direct our actions and influence our day-to-day experience. This is why definition of these values increases a sense of belonging within the company for employees, generating a strong sense of motivation leading to achievement of shared goals.



## ■ 2.2 HOW WHAT WE BELIEVE TRANSLATES INTO WHAT WE DO



### ROOTS

**Santalucia Mobili is truly proud of its artisan heritage**, rooted in the local area and a family environment drawing on great expertise. 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.



### KAIZEN

Improvement is a continuous process made up of many **small steps, with the aim of maximising engagement.**



### LISTENING

The value of listening is linked to understanding others' thought processes. There is **free expression of ideas**, which are carefully considered, openly and critically. All functions are included in dialogue: there are no labels and roles when dealing with growth through constructive discussion.



### SINCERITY

Only through **constructive feedback** can we grow together. This is why it is important to move away from the logic of judgement and express points of view and expectations. Errors are an opportunity for growth, enabling identification of areas for improvement.





## WELCOMING

Santalucia Mobili is a **family environment**, built on a welcoming and informal atmosphere. Only this will enable us to put our heart and soul into our work.



## SHARED RESPONSIBILITY

Commitments made are observed, in the knowledge that **everyone's contribution is needed to generate value**. The quest for quality is an ongoing commitment, and we closely monitor waste of energy and materials, respecting the system we are part of.



## SIMPLICITY

There are no barriers at Santalucia Mobili: every day people live by what they create. The rules are simple and following them is the first step in creating respect. **Procedures are streamlined for simple and effective communication.**

## 2.3 “TO DO FUTURE”

A commitment to sustainability issues is a key strategic factor, as an integral part of business models and a vehicle for the generation of economic value.

**Companies have a fundamental role to play in creating a more inclusive, fairer and more sustainable world, and integrating the 2030 Agenda Sustainable Development Goals represents an opportunity for development and growth of the Company and the areas in which it operates.**

This is why Santalucia Mobili promotes investment, innovation and technological development.

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.**

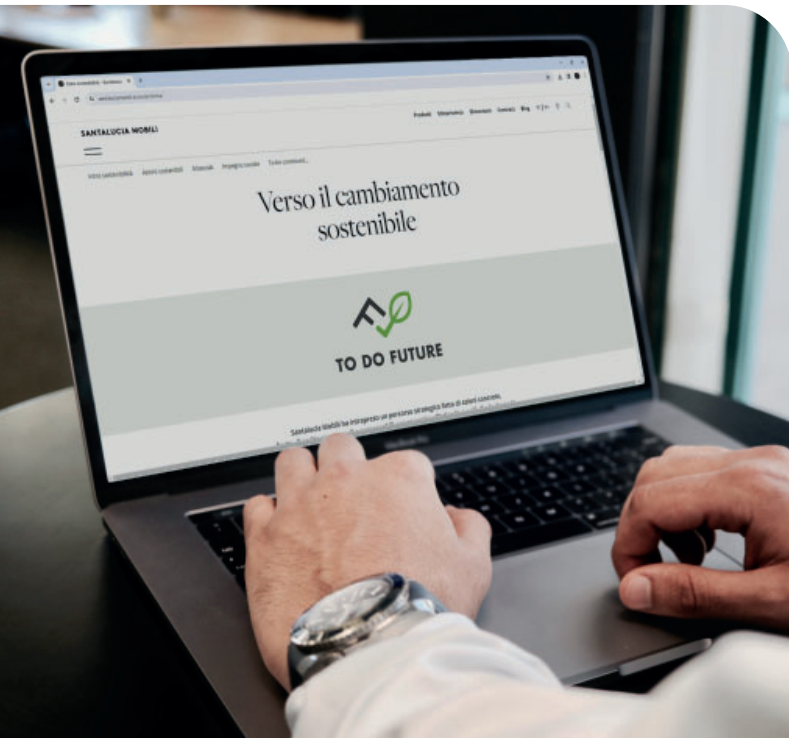
Today, we consider lean philosophy a pillar of our strategic plan, which allows us to achieve sustainability goals in a more structured manner, above all in terms of reducing waste, continuous improvement and generating value for all of our stakeholders.

Challenges, continuous improvement and teamwork are the key elements of our approach. We are convinced that process optimisation is achieved through employee development.

**“To do future. Towards sustainable change” is the core of the Santalucia Mobili strategy.**

This is a To-Do list of actions to build our future and work towards sustainable change.

The goal of these actions is to continue offering high-quality products while safeguarding the planet that we call home, selecting recyclable materials and organising production to reduce environmental impacts.



## 2.4 ETHICAL PRINCIPLES

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 considered an asset for all parties engaging with Santalucia Mobili. It is a tool developed for people, to enable everybody to generate and share value.

And it is also an alliance established by the company with its staff and key external stakeholders.

At the same time, the code of ethics also represents an assumption of responsibility. It is essential to guarantee the transparency and integrity of relations with stakeholders and management of conflicts of interest within the organisation [GRI 2-15].

Setting out the guiding principles and rules of conduct, for all those working at the company and for the company, also highlights the fundamental commitments that Santalucia Mobili makes in regard to employees and details the company's position in relation to third parties. During 2022, Santalucia Mobili has not identified significant cases of non-compliance with laws and regulations [GRI 2-27].

It is therefore clear how strongly Santalucia Mobili believes in the content of the code of ethics, which is far more than just a document: it is the basis for all relations.

25

Read our  
code of ethics



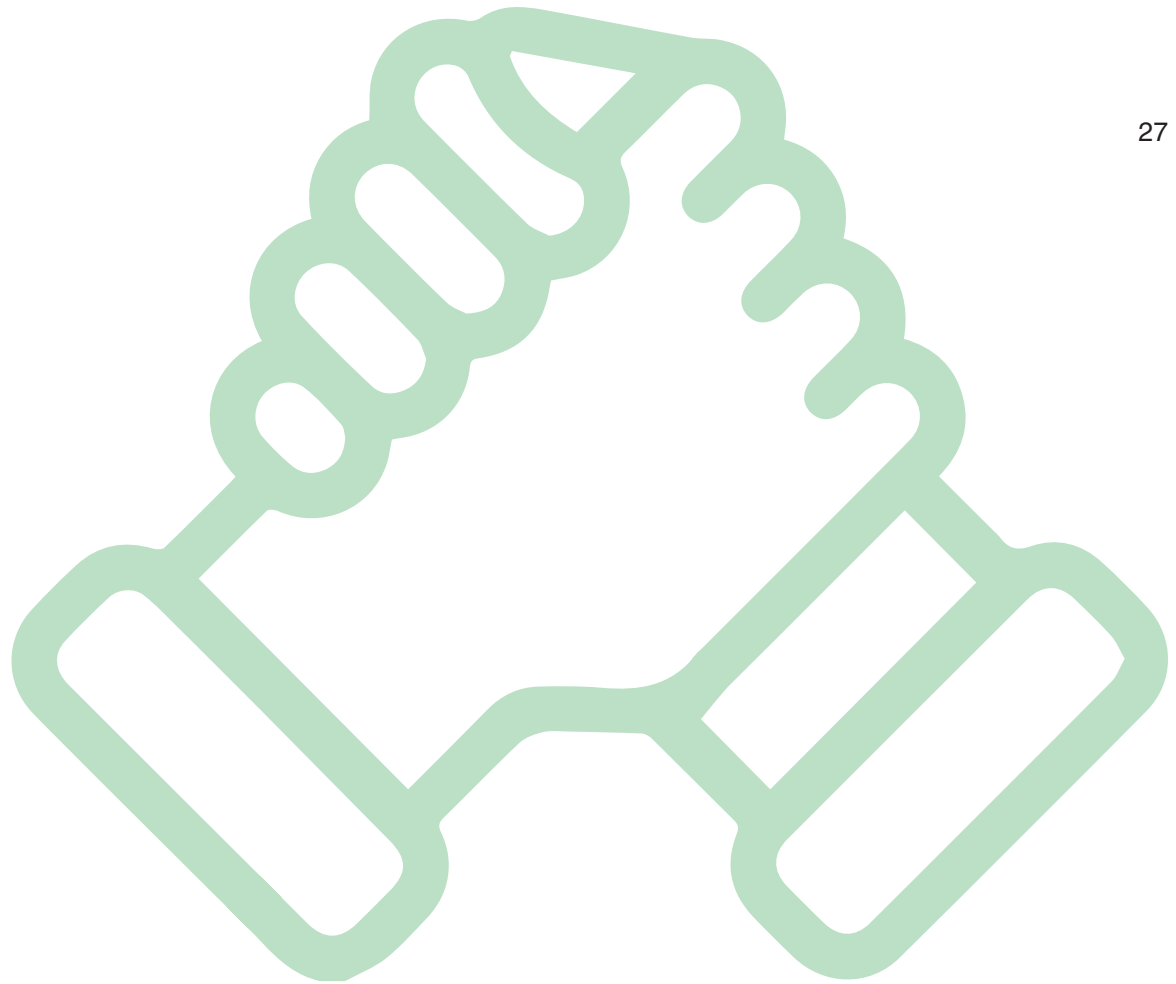
A top-down photograph of three people participating in a team-building exercise. They are standing on a dark mat, each holding a horizontal bar that is part of a larger structure. The structure consists of white vertical poles and horizontal bars, with pink and yellow accents. The people are wearing athletic gear, including tank tops, t-shirts, and shorts. The background is dark, making the white structure and the participants stand out.

**3**

**OUR PARTNERS,  
CREATING VALUE  
TOGETHER**

## Doing business requires solid and lasting relationships.

On this basis, Santalucia Mobili often plays an active role in events and initiatives organised by associations and organisations, both locally and nationally [GRI 2-28].





**CONFINDUSTRIA ALTO ADRIATICO** aims to **unite local areas, cultures and economic and social visions across geographical borders.**

It has a single operational structure and three offices in Trieste, Pordenone and Gorizia, in order to better serve the needs of members.

Santalucia Mobili also plays an active role in the “**CLUSTER LEGNO ARREDO CASA FVG**” consortium, 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, in particular with the various kitchen manufacturers located in the Marche region. One leading initiative is the Innovation Platform, a training centre for the wood and furniture sector with an industry 4.0 approach, which employees are welcome to participate in.

**CLUSTER FVG**  
LEGNO ARREDO CASA



**ITALIAN HABIT** is a network of businesses from within the furniture sector established in 2013 to **create industrial synergies and share knowledge.** By proposing furniture solutions, the aim is to seize the opportunities offered by the market, especially in the contract sector.

Santalucia Mobili collaborates with ISIA, the first state university for design in Italy, as part of Pordenone's Design Week.

**ISIA ROMA DESIGN** can claim to be the most highly qualified design institute in Italy, as stated on its website.



**THE ITALIAN CONCEPT** is a network of brands specialising in the production of made-in-Italy chairs and furnishings and accessories, offering high-quality design solutions. **An eye for detail, constant innovation and customisation are our Group's core values.**

Santalucia Mobili has been selected as a partner **to enhance and broaden the range of furnishings for domestic spaces and the hotel sector.**

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**CONSORZIO DEL PANNELLO ECOLOGICO** is a sustainability association promoting the reuse of resources, particularly wood, **in response to the growing need to safeguard the environment.**





An aerial photograph of a dense forest with a winding dirt road. A stylized, light-colored leaf graphic is overlaid on the left side of the image. The leaf has a stem and two main lobes. The number '4' is positioned in the upper lobe, and the text 'A PATH OF SUSTAINABILITY' is in the lower lobe.

**4**

**A PATH  
OF SUSTAINABILITY**

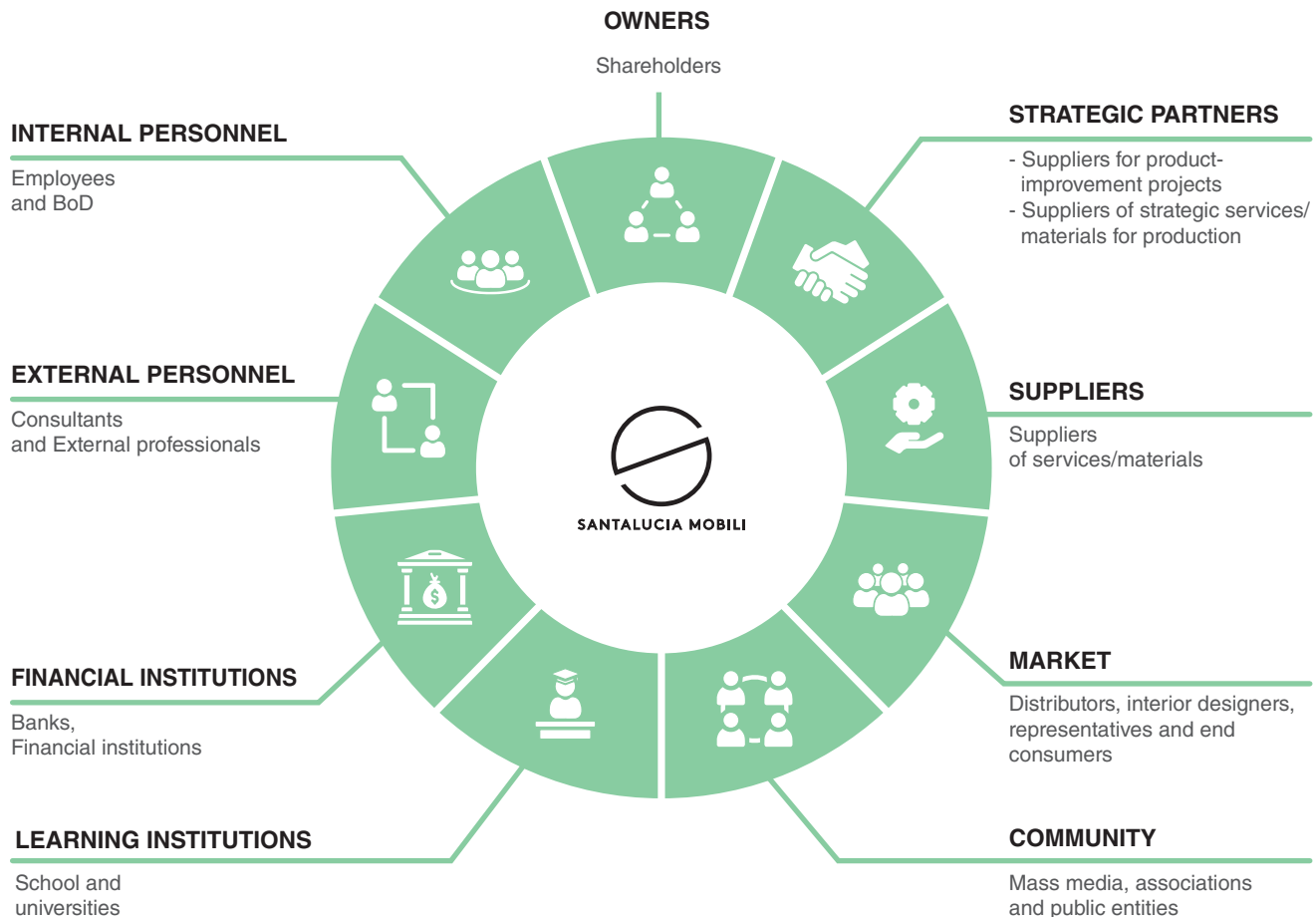


**Our stakeholders are individuals or entities with an interest in the company.**

The stakeholders and the company have an interdependent relationship: decisions and actions of the company impact stakeholders and, likewise, stakeholders influence the company. It is crucial to establish opportunities for dialogue in order to understand one another's needs. In fact, everything starts with stakeholder engagement, the process used by an organisation to engage with relevant parties,

identifying and understanding their needs and expectations in terms of sustainability. Launch of a stakeholder engagement process demonstrates the company's desire to place sustainability at the core of its strategy.

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



## 4.1 OUR BUSINESS MODEL

### POSITIVE IMPACTS

The main positive impact for our company is enjoyed by customers, who can literally feel the quality of our products.

In terms of suppliers, we establish long-term relationships of trust, particularly at the local level. Engagement with the community is an important aspect and on this basis we support local associations, from sports organisations to social cooperatives.

We consider our workers a fundamental resource. This is why we promote training programmes for employees that support personal development and we strive to listen to the needs of every individual, upholding the balance between personal and working life.

### KEY PARTNERS

Our key partners are suppliers and retailers, both highly important for the company. The former enable us to source the reliable and high-quality raw materials that we use to create our products, while the latter serve as the bridge between the company and end consumers. We also consider financial institutions and consultants as suppliers.

We choose our suppliers of raw materials partly on the basis of the certifications they hold, which are increasingly important in several of the markets we operate in.

### KEY ACTIVITIES

Our core business is the production of furniture. The production process is performed entirely in-house, from coating of chipboard panels through to packaging and shipping. We reach end customers through furniture retailers, e-commerce and interior-design firms. We maintain an ongoing relationship with customers through graphic software and showroom services.

### KEY RESOURCES

Our business has many key resources. During the production process, machinery and personnel (for uploading orders and process assistance) are key resources. We also use software for design and process management. Our website, designed to be intuitive and engaging, is another important resource.

### COST STRUCTURE

Our costs are distributed across multiple areas and processes. These include costs for personnel, machinery, energy consumption, raw materials and commercial materials. The key resource with the greatest impact on our cost structure is personnel, whilst production is the key activity with the highest costs.

## NEGATIVE IMPACTS

The negative impacts of our business model are derived from multiple processes. Consumption of electricity by machinery has a significant impact as we are a manufacturing company, as does our consumption of gas for heating of plants and the use of vehicles for distribution. In addition, the use of raw materials, such as chipboard, melamine and paper, represents a further significant impact within our company processes. From an environmental perspective, we are doing our best to mitigate negative impacts through a project for the installation of photovoltaic panels at one of our plants and through research into new materials such as bio-paints and coatings that are natural and easily recycled. To mitigate our impacts and make production more efficient, we have also invested in Lotto Uno, a system that enables us to produce less and more closely consider customer requirements.

## VALUE PROPOSITION

The values that distinguish our business are reliability, precision and punctuality. We provide custom solutions for our clientele, helping them to make a choice using graphic software, a store locator, printed catalogues and samples of the materials we use.

## CUSTOMER RELATIONS

Focusing on the customer is very important for us. This is why we have a targeted discount policy for each customer category and we work to promote customer loyalty through mutual trust and comprehensive assistance, whatever the need.

## DISTRIBUTION CHANNELS

Our distribution channels differ based on the type of customer. The main channels include price lists, catalogues, newsletters, social media, email and our website.

## CUSTOMER GROUPS

As we successfully meet differing requirements, our end customers range from 25 to 80 years of age, and consist of people with a taste for contemporary design aesthetics. Our most important customers are specialist retailers with a strong presence in the region.

## REVENUE STREAMS

Our revenue streams are connected to our generation of value and are fuelled by the development of high-quality products that are easy to assemble with balanced costs for customers.

## 4.2 THE IMPACTS OF OUR BUSINESS

In 2022, we began structuring the process for double materiality assessment, conducting research and interviews with internal stakeholders [GRI 2-29].

Within the company, members of the sustainability team and the executive board, heads of department and heads of market were involved. Their task was to classify impacts and the importance of certain sustainability topics on the success of Santalucia Mobili, and the company's impact on people and the environment in relation to these sustainability topics.

The list of impacts underwent analysis and review by the parties responsible for internal supervision of company activities.

The following table sets out the most significant impacts, both positive and negative, and both current and potential, along with a brief description contextualising them in relation to Santalucia Mobili.

Each is linked to the corresponding ESG megatrend and material topic.

TOPIC	POSITIVE IMPACTS
<b>Contributing to the economic development of the local community</b>	<ul style="list-style-type: none"> <li>- Guaranteeing work for the local population</li> <li>- Increasing economic benefits for the local community</li> <li>- Positive impact of initiatives supporting the community</li> <li>- Building lasting economic relationships with the local area</li> </ul>
<b>R&amp;D and sustainable innovation</b>	<ul style="list-style-type: none"> <li>- Support from the organisation for research and development</li> <li>- Development of innovative products with reduced environmental impact</li> </ul>
<b>Supply-chain management</b>	<ul style="list-style-type: none"> <li>- Active collaboration with various suppliers of raw materials, enabling the launch of new projects or improving existing products</li> </ul>
<b>Strategic partnerships</b>	<ul style="list-style-type: none"> <li>- Partnerships with universities and research centres for product development</li> </ul>
<b>Circular economy</b>	<ul style="list-style-type: none"> <li>- Impacts connected with product "end of life": disassembly, recycling and disposal</li> </ul>
<b>Supply-chain management</b>	<ul style="list-style-type: none"> <li>- Active collaboration with various suppliers of raw materials, enabling the launch of new projects or improving existing products</li> </ul>
<b>Training and culture of sustainability</b>	<ul style="list-style-type: none"> <li>- Raising awareness amongst employees and community of sustainability topics (training and culture of sustainability)</li> </ul>

TOPIC	NEGATIVE IMPACTS
<b>Raw materials</b>	<ul style="list-style-type: none"> <li>- Consumption of virgin raw materials: wood and derivatives</li> <li>- Consumption of natural resources, production of waste (paper, wood, iron and plastic) for packaging</li> <li>- Consumption of wood (pallets) for packaging</li> </ul>
<b>Emissions</b>	<ul style="list-style-type: none"> <li>- Impacts due to transportation (consumption of fuel and emissions), production of packaging waste (paper/carboard, plastic and wood)</li> <li>- Consumption of fuel, atmospheric emissions, noise during distribution</li> <li>- Emissions of volatile organic compounds (VOCs, carbon-based compounds that easily evaporate into the atmosphere, such as acetone, trichloroethylene, isopropyl alcohol, butanone and white spirit)</li> </ul>
<b>Energy consumption and production efficiency</b>	<ul style="list-style-type: none"> <li>- The impacts related to sectioning, sanding, squaring, drilling, etc. are: electricity consumption and production waste</li> <li>- Electricity consumption, use of potentially hazardous substances (glues), dust and formaldehyde emissions and production of waste (offcuts, glue containers, dirty rags and small metal scrap)</li> <li>- Consumption of electricity, fuel and water</li> </ul>
<b>Circular economy</b>	<ul style="list-style-type: none"> <li>- Impacts connected with product “end of life”: disassembly, recycling and disposal</li> </ul>
<b>Occupational health and safety</b>	<ul style="list-style-type: none"> <li>- Negative impacts on health and safety of workers involved in high-risk processing phases</li> </ul>
<b>Employee wellbeing</b>	<ul style="list-style-type: none"> <li>- Negative impact associated with failure to value people at all levels of the organisation</li> </ul>
<b>Employment</b> (attracting talent)	<ul style="list-style-type: none"> <li>- Failure to attract personnel and generational turnover</li> </ul>
<b>Strategic partnerships</b>	<ul style="list-style-type: none"> <li>- Difficulty establishing a system and network of businesses (strong focus on individual interests alone)</li> </ul>
<b>Waste management</b>	<ul style="list-style-type: none"> <li>- Dust emissions and waste production (processing offcuts) due to shredding, cutting and sectioning of wooden materials</li> <li>- Production of processing offcuts</li> <li>- Production of waste during disassembly/disposal phase</li> <li>- During usage phase, incorrect management of product and packaging can affect quantity of waste produced</li> <li>- Production of waste (coating residue and containers, coating sludge and wastewater, dust or fume filters, used thinners and rags dirtied with coatings)</li> </ul>

## 4.3 IMPORTANCE OF PRIORITIES

Through the process of due diligence, as required by GRI standards, we have identified the ESG themes of importance considering positive and negative potential and current impacts.

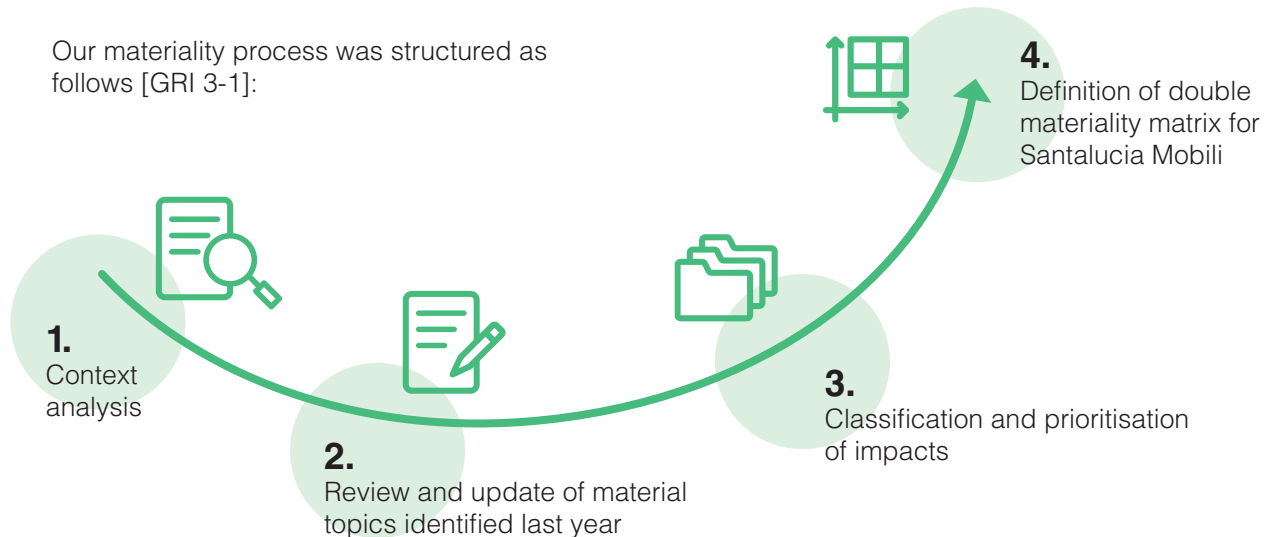
This has enabled us to identify our social and environmental strategic priorities, in line with our business strategy.

Due diligence is monitored through a tool shared within the BoD and monthly updates on progress of the business in terms of economic, environmental and social impacts [GRI 2-12] [GRI 2-14].

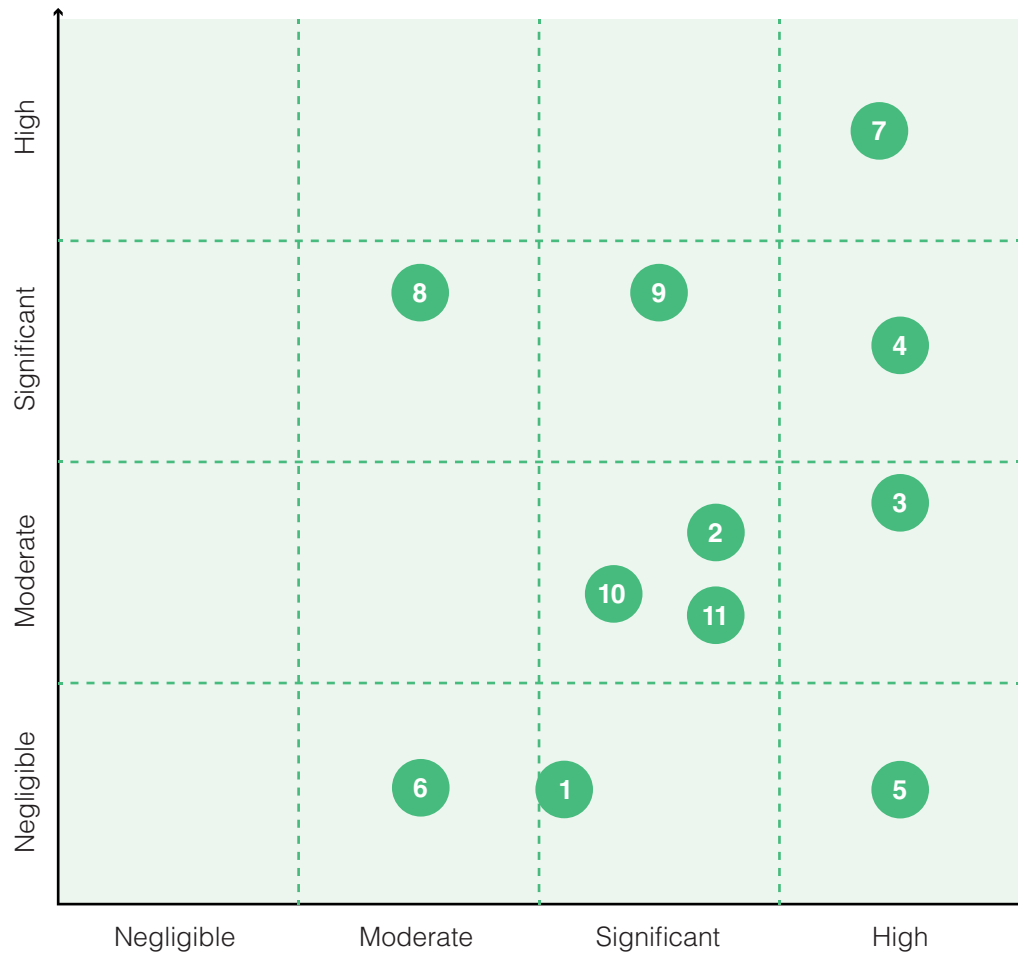
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## 4.4 DOUBLE MATERIALITY

Our materiality process was structured as follows [GRI 3-1]:



**IMPACT OF SANTALUCIA MOBILI ON PEOPLE AND THE ENVIRONMENT**



**RELEVANCE AND IMPACT ON BUSINESS SUCCESS OF SANTALUCIA MOBILI**


**KEY**

1	Management of supply chain and raw materials	7	Employment (attracting talent)
2	Waste management	8	Strategic partnerships
3	Energy consumption and production efficiency	9	Contribution to development of the local community
4	Circular economy	10	R&D and sustainable innovation
5	Occupational Health and Safety	11	Training and culture of sustainability
6	Employee Well-Being		


## 4.5 TOPICS IDENTIFIED

The results of this first materiality assessment enable us to direct our strategic decisions for sustainability towards the areas of greatest importance. Our materiality assessment has been integrated with the **Enterprise Risk Management (ERM)** methodology.


This has given us a complete picture of which topics are of greatest importance for Santalucia Mobili [GRI 3-2]:

 **1.**  
Management of supply chain and raw materials


 **2.**  
Waste management

 **3.**  
Energy consumption and production efficiency


 **4.**  
Circular economy


 **5.**  
Occupational health and safety


 **6.**  
Employee wellbeing

 **7.**  
Employment (attracting talent)

 **8.**  
Strategic partnerships

 **9.**  
Contributing to the economic development of the local community

 **10.**  
R&D and sustainable innovation

 **11.**  
Training and culture of sustainability

We will continue to monitor and evaluate the impact of our activities, in order to adopt correct measures and constantly improve our sustainability performance.

We remain committed to positively contributing to people's wellbeing and protecting the environment, in line with the sustainability topics that we have identified as important and priority issues for our company [GRI 2-25].



## 4.6 SUSTAINABILITY GOALS AND THE 2030 AGENDA

Santalucia Mobili is actively committed to promoting sustainability, focusing primarily on **consumption and responsible-production goals** and on **creating opportunities for dignified employment that support economic growth**.

The company has also identified **innovation of the industry and its infrastructure** as another priority goal.

For this purpose, Santalucia Mobili established partnerships with other companies in the local area that share its interests in the sector, creating synergies for the sustainable development of the area.

The company places **great importance on continuous training of employees, guaranteeing opportunities for professional growth and development**.

In addition, Santalucia Mobili has established partnerships with universities to help boost education and quality levels.

The company's commitment to the environment is demonstrated through its attention to energy consumption and emissions, focusing particularly on reducing formaldehyde emissions. The company adopts various measures and strategies to minimise the environmental impact of its production processes and promote the use of sustainable materials and technology.

Santalucia Mobili has identified the key topics through its materiality matrix and has included these in its sustainability plan. These topics are closely linked to various goals of the UN 2030 Agenda, which have been selected in order to achieve the specific targets and have been translated into tangible actions.



**Contribution of Santalucia Mobili to the 2030 Agenda through projects implemented**

A photograph of a meeting with a white teardrop-shaped graphic overlay containing the number 5 and the text 'PEOPLE AND WELLBEING'. The background shows several people sitting around a wooden table, with one person in the foreground writing in a notebook.

**5**

**PEOPLE AND  
WELLBEING**

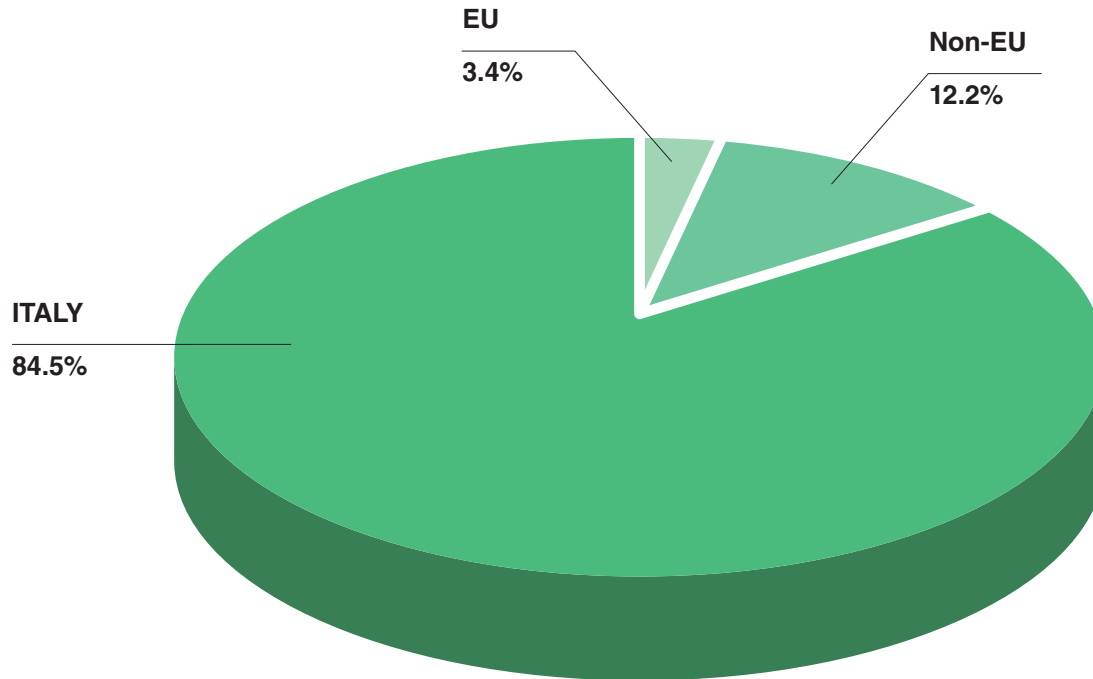
The people who make up our company are one of the key drivers of our success. It is they who contribute to the creation of a strong and dynamic organisation, animated by enthusiasm and teamwork.

On this basis, we constantly strive to ensure that our employees work in a safe and welcoming environment. We consider their safety and wellbeing an absolute priority.

We adopt specific measures and procedures to guarantee workplace safety, reducing risks and providing adequate training. We recognise that a safe environment promotes a climate of trust and enables our employees to fully express their skills and expertise.

We benefit from the expertise of **147 individuals**, grouped as follows [GRI 2-7]:

	2022			2021		
	Men	Women	Total	Men	Women	Total
Permanent employment	105	39	<b>144</b>	107	41	<b>148</b>
Fixed-term employment	2	1	<b>3</b>	1	1	<b>2</b>
<b>Total</b>	<b>107</b>	<b>40</b>	<b>147</b>	<b>108</b>	<b>42</b>	<b>150</b>
Full time	101	29	<b>130</b>	104	30	<b>134</b>
Part time	6	11	<b>17</b>	4	12	<b>16</b>
<b>Total</b>	<b>107</b>	<b>40</b>	<b>147</b>	<b>108</b>	<b>42</b>	<b>150</b>



All Santalucia Mobili employees are fully covered by **National Collective Labour Agreements (CCNL)** for the carpentry and interiors sector [GRI 2-30].

The majority of Santalucia Mobili employees are from surrounding communities, highlighting the company's strong roots in its local area.

At Santalucia Mobili, communication is open and the company fosters listening and understanding of each individual's needs. There is a particular focus on work-life balance, adopting part-time and remote-working solutions wherever possible. The company promotes opportunities for engagement, involving personnel at all levels of the company, to promote interaction, a sense of belonging and team spirit.



## ■ 5.1 EMPLOYMENT MANAGEMENT POLICIES AND ACTIONS

At Santalucia Mobili, employment policies have been redefined on the basis of the structural changes that occurred following the pandemic. These changes led to the creation of new professional roles and new ways of working. It is therefore necessary to adopt structural measures to supplement income, parallel to efforts aimed at harmonising employment offers [GRI 3-3].

Our company has adapted to these changes, introducing resources dedicated to the provision of appropriate onboarding processes. These resources enable participants to **acquire the necessary skills to achieve excellence in the craft practiced with dedication** by our team.

Our goal is **to establish a calm, safe and welcoming working environment**, in which our workforce feels completely at ease. We openly welcome and consider their suggestions and, where possible within operational constraints, we aim to satisfy their wishes and requests.

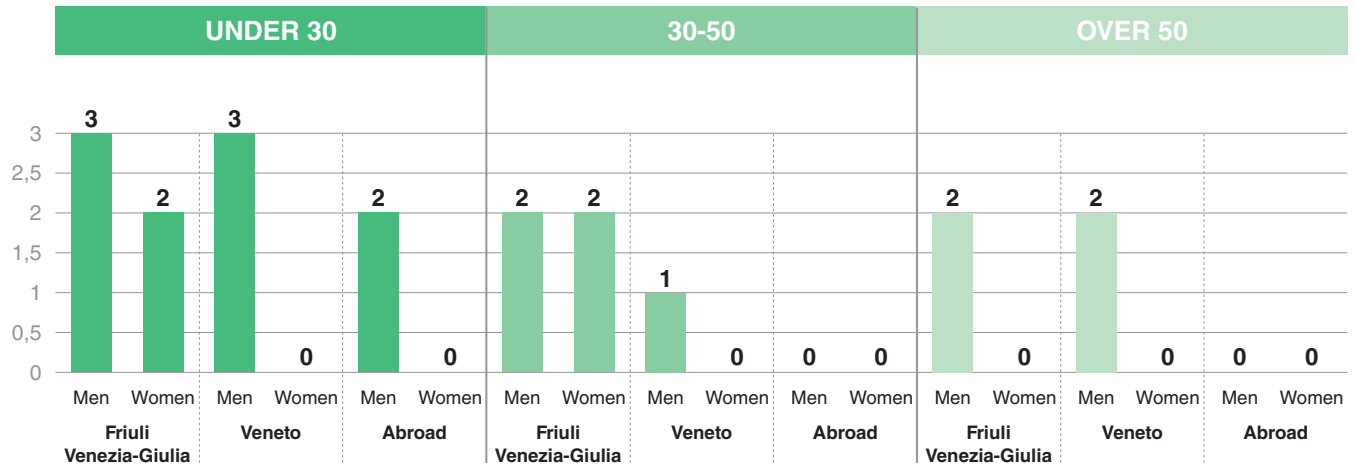
We have launched an approach aimed at improving actions around the issue of employment, also in terms of monitoring and efficacy. This approach will enable tangible results during the year.

We interact daily with suppliers, customers and competitors, creating a communications network that is essential to face the changing dynamics of the labour market. This sharing enables each business to identify the most appropriate solutions based on the needs that arise.



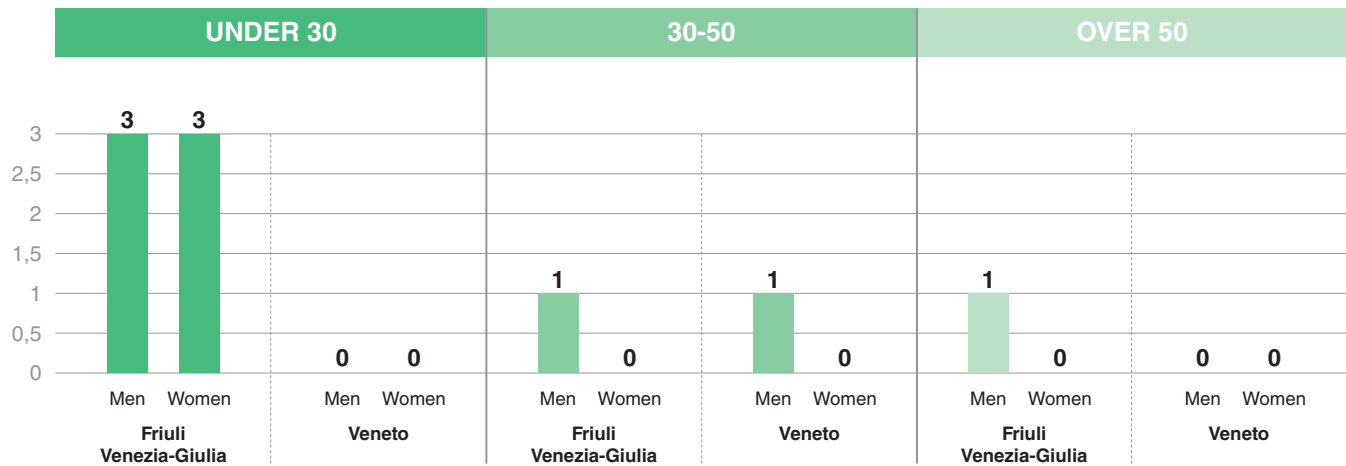
## 5.2 OUR TURNOVER

The table below presents figures for **new hires** [GRI 401-1]



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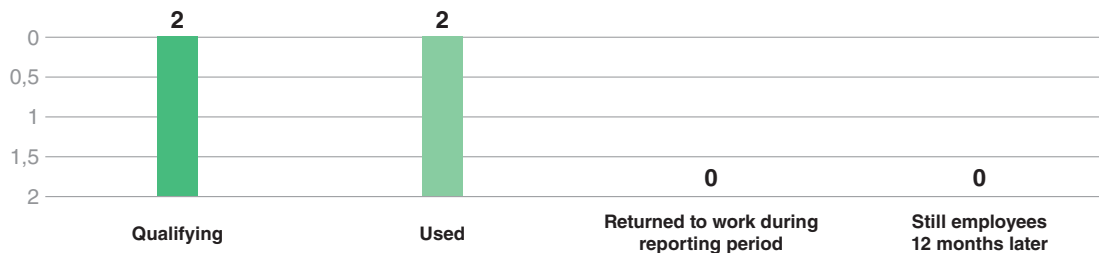
The table below presents figures for **turnover** [GRI 401-1]



In order to guarantee a series of protections and advantages that contribute to worker wellbeing and safety, benefits provided by Santalucia Mobili include **supplementary healthcare support** through the **Fondo Altea** fund, for workers in the carpentry and construction-materials sectors, insurance cover in the event of disability or invalidity and parental leave as set out by applicable legislation [GRI 401-2].

Return-to-work rates and employee loyalty following parental leave are 100%.

The table below presents figures for **parental leave** [GRI 401-3]



## 5.3 TRAINING

Human capital is a hugely important strategic resource, and it is therefore **essential to invest in furthering the professional skills of all people, with a long-term vision.**

Santalucia Mobili is actively committed to training both individuals and teams, offering professional-growth opportunities involving all levels of the company, from a technical and interpersonal perspective.

Results are seen not only in professional development of personnel but also in growth of the business as a whole [GRI 3-3].

One key initiative is the **Innovation Platform, a training centre for the carpentry and interiors sector with an industry 4.0 approach.**

Employees are invited to participate in this initiative, which offers skills and training activities for specialisation in the use of advanced systems and machinery.

Health and safety training conforms with all applicable regulations. Training paths outside the sphere of occupational health and safety have been planned on the basis of employee training requirements.

**Professional growth is also closely tied to the company's adoption of lean philosophy.**

Lean management includes techniques for management and development of personnel, considered as the real driving force for improvement of the company. It is important to involve all levels of the organisation, including top management, managers, team leaders and operational personnel, in improvement processes.

The commitment to fully engage and promote our people has had positive effects on the efficiency of company processes.





### 5.3.1 MONITORING TRAINING EFFICACY

Evaluation of training efficacy is carried out after an appropriate period of time, where possible, in order to verify whether the individual has achieved the set goals and demonstrates assimilation of the skills in question. This evaluation is performed by a competent figure capable of providing a reliable assessment.

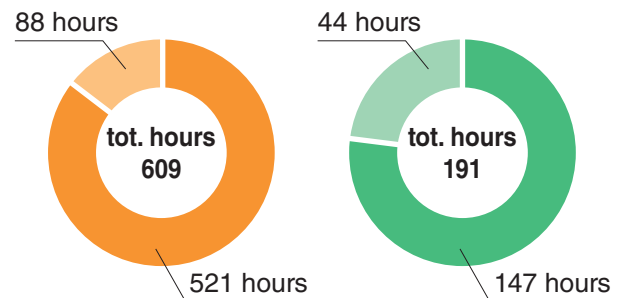
For courses provided by external bodies, we consider efficacy to be confirmed with the awarding of a corresponding certificate, particularly if the course involves an examination or final test.

For in-house company courses or on-the-job training, efficacy is evaluated by the ability of the employee to demonstrate assimilation of the necessary skills (e.g. use of a piece of machinery or execution of a task) and the ability to independently manage assigned duties.

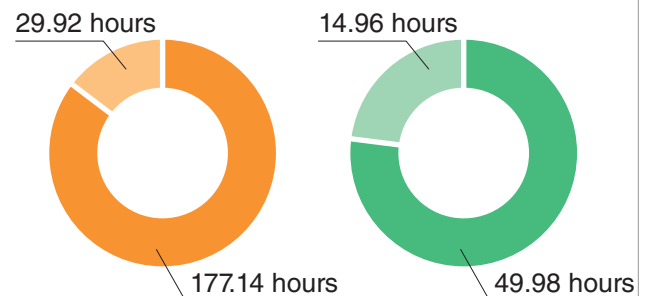
We believe that it is **essential to ensure accurate evaluation of training efficacy**, as this enables evaluation of the assimilation of skills and the ability to apply them in the working context.

We are committed to providing the resources and support necessary to ensure that evaluation of training efficacy is reliable and targeted at guaranteeing continuous improvement of our employees' skills and performance.

**TOTAL HOURS OF TRAINING PROVIDED TO employees by gender and professional category [GRI 404-1]**



**AVERAGE NO. HOURS OF TRAINING PROVIDED TO employees by gender and professional category [GRI 404-1]**



**BLUE-COLLAR WORKERS**

**WHITE-COLLAR WORKERS**

Women

Women

Men

Men

## 5.4 OCCUPATIONAL HEALTH AND SAFETY

We have launched specific initiatives for each company department, implementing lean-management training projects that integrate topics linked to occupational health and safety with constant improvement of working environments and production activity.

Through these projects, we aim to **promote a company culture rooted in health and safety and continuous improvement.** The actions introduced are aimed at providing personnel with the tools and expertise necessary to identify and manage risks, and to actively participate in improvement of their working environment.

Lean-management training projects strategically combine aspects of health, safety and continuous improvement. We intend to promote a mentality oriented towards prevention, awareness and individual and collective responsibility, to guarantee increasingly safe, health and efficient workplaces.

Santalucia Mobili is committed to supporting and promoting these initiatives, recognising the importance of an integrated approach that includes health, safety and continuous improvement in order to **achieve high quality standards and wellbeing for all members of personnel.**



## ■ 5.4.1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICIES AND ACTIONS



Our company is committed to guaranteeing compliance with safety standards established by applicable regulations, with rolling monitoring and checks to prevent and reduce risks.

We have implemented a company policy to promote occupational health and safety. This policy enables training and education of all employees for the prevention of accidents, ensuring high safety standards not only for our personnel but also for visitors and employees of external companies that work with us.

We also define detailed emergency procedures to handle any accidents, guaranteeing prompt action and effective management of crisis scenarios [GRI 3-3].

**The health and safety of our employees is an absolute priority and we have made a commitment to create a safe working environment where everybody feels secure and protected.** Through continuous training, working to increase awareness and application of best practices, we promote a culture of safety that involves all levels of the organisation.

We recognise that the prevention of accidents and ensuring health in the workplace are essential to guarantee the wellbeing of people and the success of the company as a whole.

## ■ 5.4.2 HEALTH AND SAFETY MANAGEMENT SYSTEM

Santalucia Mobili does not have a separate occupational health and safety management system. However, **the company constantly monitors the conditions of all workers in accordance with applicable standards and laws** [GRI 403-8].

Roles are described in a risk-assessment document (DVR) that provides indications on procedures to follow [GRI 403-1].

Workers are encouraged to report any near misses, i.e. situations that could have led to accident or injury. This enables investigation of working conditions that may not guarantee adequate health and safety. Such reports are assessed by the prevention and protection service. During periodic inspections, the head of the prevention and protection service interacts with workers, who are given the opportunity to flag any critical issues or problems. Nevertheless, identification and reporting of factors that may give rise to hazardous situations is the responsibility of the appointed officers.

Despite the absence of a dedicated safety management system, routine checks are assigned to an external prevention and protection service.

The head of this service performs regular inspections of the company in order to guarantee compliance with safety regulations. If a worker perceives a risk, it is their duty to report this to the appointed officer, who will assess the working situation and adopt any corrective measures required.

The absence of reports regarding workers' health and safety demonstrates the absence of conditions indicating possible hazards [GRI 403-2].

The National Collective Labour Agreement (CCNL) provides employees with the option to register with Fondo Altea for subsidised healthcare services. This fund, established in 2012, provides supplementary healthcare services to employees and their families. Users can access specialist consultations, diagnostic exams, check-ups, physiotherapy treatments and maternity packages at affiliated clinics or request reimbursement of medical expenses incurred. However, there are currently no specific programmes or services for the promotion of health, nor specific actions for the prevention or mitigation of impacts in relation to health and safety [GRI 403-6] [GRI 403-7].

Information on the health and safety of workers is managed exclusively by the company doctor and the company does not receive any information on the state of health of its employees, but may receive indications on preventive measures in the case of specific risks [GRI 403-3].

Workers can report any conditions that place their occupational health and safety at risk through the Worker's Health and Safety Rep. These matters are handled during the periodic annual meeting, as dictated by article 35 of Italian Legislative Decree 81/08.

There are no joint committees of management and workers to discuss health and safety matters.

Training, particularly where financed, is shared with trade-union reps, who agree the proposed training goals [GRI 403-4].

In accordance with the State-Regions agreement of 21 December 2011 and the minimum training standards, workers are provided with generic and specific training based on their duties [GRI 403-5].

The main categories of occupational injuries that may affect workers include cuts, trips and falls.

The action taken in the planning phase to eliminate dangers in the workplace and minimise risks are based on the use of a hierarchy of controls [GRI 403-9].

In 2022, indices for the frequency and gravity of injuries at Santalucia Mobili were calculated based on 1,000,000 working hours and are as follows [GRI 403-9].

No particular types of work-related illness have been identified at Santalucia Mobili [GRI 403-10].

FREQUENCY INDEX		
Number of accidents	Number of hours worked	Table of contents
3	234,293.41	12.80

SEVERITY INDEX		
Number of accident days	Number of hours worked	Table of contents
138	234,293.41	0.59

ABSENCE FROM WORK		
Hours of absence	Contracted hours	Table of contents
62,843.99	234,293.41	26.82

OVERTIME AGAINST HOURS WORKED		
Hours of absence	Contracted hours	Table of contents
5,754.00	234,293.41	2.46

## 5.5 SUPPORTING OUR LOCAL COMMUNITY

**Santalucia Mobili undertakes to actively contribute to the wellbeing of the community.** The company promotes independent projects and supports organisations working in the social sphere, strengthening the relationship between the worlds of business and education [GRI 3-3].

Training is a priority for Santalucia Mobili, which collaborates with schools and implements educational initiatives. The company understands the importance of investing in young people's education and works to create an environment that nurtures students' growth. Santalucia Mobili is actively committed to social progress, recognising that success goes beyond financial profit. Its social commitment serves as a positive example for other companies, inspiring integration between the business and social spheres.

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### A DONATED BOOK TO ENCOURAGE READING

In January, Santalucia Mobili **donated copies of the book “Frindle”** by author Andrew Clements **to each pupil in all four classes in the youngest year group at the secondary school “G. Ungaretti”, a part of the Comprehensive “Federico da Prata”**.

This book was suggested by teachers and the story explores the power of words as a tool to enhance and broaden the mind.

The idea behind this initiative is to **get young people reading more, with the aim of making the activity a key source of inspiration for their cultural growth**. The initiative was immediately taken up by Santalucia Mobili, which recognised an opportunity to strengthen its company values by contributing to the wellbeing of the community.



## PORDENONE DESIGN WEEK 2022

Santalucia Mobili participated again in the **11th edition of Pordenone Design Week**, 7-11 March.

After two years of online events, it finally returned to full, in-person format. The week-long event revolved around design, offering an opportunity for contact and sharing between local businesses and the educational sphere. As part of the activities organised by Santalucia Mobili, **students from the ISIA design university had the chance to take part in a workshop and an on-site visit to the production department and the materials library**, the focal point of the company showroom.

It was a useful opportunity for the students to work on the design project assigned to them, which was to create a piece of “fluid”, sustainable furniture made up of at least 50% warehouse stock.



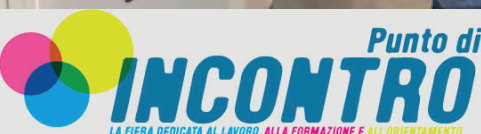
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## AN EVENT DEDICATED TO EMPLOYMENT, TRAINING AND CAREERS ADVICE

**Punto di Incontro** is a careers, education and employment fair held in the Friuli-Venezia Giulia region. Santalucia Mobili participated in 2022. For over ten years, this event has offered an opportunity for interaction and sharing between two key groups: on one side students in their final years of secondary school, secondary-school leavers and those seeking their first job, finding their way back into work or looking to specialise, and on the other side, the world of business and training. During the event, **participants have the opportunity to engage directly with companies, educational institutions and training centres.**

Students and young professionals can explore the various career opportunities available, gather information on education and training and access consulting and professional careers services. At the same time, businesses and training bodies have the chance to present their activities, promoting employment and training opportunities, and identify potential candidates for their recruitment needs. Punto di Incontro has become a key event for those wishing to explore career opportunities, start a new training path or find employment.



### SANTALUCIA MOBILI IS TEAMING UP WITH PRATA VOLLEYBALL CLUB

**Santalucia Mobili** has confirmed its support for the **Volley Prata male volleyball team**, as a **platinum sponsor for the 2022–2023 season**.

This partnership between the company and the sporting world highlights Santalucia Mobili's active commitment to social initiatives and local organisations. It also represents an exciting opportunity to establish new relationships and to share stories and common goals.



### SUPPORT FOR THE “IL PONTE” SOCIAL FARM

Santalucia Mobili has chosen to place its logo on the van of the **Il Ponte social farm**.

This partnership demonstrates Santalucia Mobili's support for the important work of the social farm, an **organisation dedicated to promoting social inclusion through agricultural projects and support for people with disabilities**.

Placing the company logo on the organisation's van is a clear mark of solidarity and support for the Il Ponte social farm, highlighting the importance of such initiatives for the promotion of wellbeing and inclusion in the local community.

## ADOPT A BEEHIVE

Santalucia Mobili actively participates in the **“Adotta un alveare Bio”** (Adopt an Organic Beehive) project run by the **Iliria Group** in partnership with **Azienda Agricola Canais**, a Friuli-based farming business specialising in beekeeping. The owner, an expert beekeeper with 14 years of experience, offers anyone interested the chance to adopt one or more beehives.

Santalucia Mobili has chosen to join the project, adopting **12 beehives located near Moruzzo**. Each hive has been given a name linked to the company’s brands and products. Through this adoption scheme, the company not only contributes to the protection of bees and promotion of sustainable apiculture, but also offers employees the opportunity to visit the beehives and receive updates on their management. On top of this, at the end of the season, a batch of organic honey is provided in gratitude. As a sign of appreciation and to share this initiative with employees, Santalucia Mobili gifted a jar of honey to all employees as Christmas. This initiative not only highlights the company’s commitment to sustainability and to the environment, but also the wish to actively involve employees in support for projects promoting biodiversity and the wellbeing of local communities.



## VITE DA VIVERE

Santalucia Mobili has made a donation to the **Fondazione Welfare “Vite da Vivere” project**. This initiative aims to provide **support and assistance to individuals with social difficulties and to promote their overall wellbeing**.

Santalucia Mobili’s donation demonstrates the company’s commitment to helping and improving the lives of those in difficulty, promoting the creation of a more inclusive and supportive community. The company is proud the support the “Vite da Vivere” project and be a part of concrete action in this area.

The logo for Vite da Vivere, featuring a stylized white heart shape on a red background, followed by the text "VITE DA VIVERE" in white capital letters.

VITE DA VIVERE

## ■ 5.5 SUPPORTING OUR LOCAL COMMUNITY

### TARAKOS APS

Santalucia Mobili has made a donation to the Tarakos APS association. This donation demonstrates Santalucia Mobili's commitment to supporting and contributing to the activity of Tarakos APS, an **organisation working to provide assistance and support to those with disabilities**. The company is proud to be able to help improve the quality of life of those in difficulty, showing its commitment to inclusion and wellbeing in the community. Santalucia Mobili's donation to Tarakos APS reflects the company's values of solidarity and social responsibility, and we are pleased to be able to make a difference to the lives of the people that Tarakos APS offers support to.



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### PROJECT FOR THE RECYCLING OF COFFEE GROUNDS

Santalucia Mobili is proud to be a part of the **Illiria Group project**, an initiative promoting sustainability and environmental responsibility. In cooperation with Illiria, **the company will collect residual coffee grounds generated during daily operations and transform them into a useful resource**.

The coffee grounds collected undergo a special process to extract essential oils and nutritional substances.

These extracts are then used to produce sustainable materials and products, such as organic plant fertilizer or materials for use in furniture production. This approach enables Santalucia Mobili to reduce waste and contribute to a circular economy where waste becomes a valuable resource.

The project highlights Santalucia Mobili's commitment to sustainable business practices and environmental protection. The company is pleased to be doing its part for the creation of a greener and more responsible future, also through small gestures like collecting and recycling coffee grounds.

## GENERAL CATALOGUE

The cover of the general catalogue has been printed with **myCordenons myFlora paper**, which is made of 30% recycled fibres, 60% FSC® pure virgin cellulose fibres and 10% cotton linter.

Pages 1 to 36 have been printed on **myCordenons myRecyco White paper** made from 100% recycled fibres.



## PRINTED WITH THE SUN'S ENERGY

Furthermore, the **catalogues and price lists are certified as “Stampato con il sole” (printed using solar energy)**, strengthening Santalucia Mobili’s commitment to the **use of renewable energy for production**. These choices illustrate the company’s focus on the environment and its desire to reduce the environmental impacts of its operations.



stampato  
con il sole



### QR CODE INSTEAD OF PRINTED MATERIALS

For the Fuorisalone and the Hábitat 2022 trade fair, Santalucia Mobili adopted a sustainable approach by minimising its use of printed materials. Digital documents were created for download via QR code, enabling visitors to access all the necessary information directly on their electronic devices. This initiative aims to **reduce the use of printed paper, helping to save natural resources and reduce waste**. Santalucia Mobili is committed to adopting innovative solutions to promote environmental sustainability in all areas of its operations, including how it presents documents and information during events.



### LISTEN, READ AND GROW

Santalucia Mobili is a proud sponsor of the “Ascoltare, Leggere, Crescere” (listen read and grow) initiative. This project highlights the **importance of reading and listening amongst young people, encouraging them to develop a passion for culture and knowledge**.

Supporting this initiative, Santalucia Mobili contributes to the wellbeing of the community and the education of the young generation. The company recognises the value of culture and education as essential for individual and collective growth.

## ECO-SHOPPER

For the launch of the new Homy Giorno collection, Santalucia Mobili decided to give guests at the event a free **100% cotton shopper bag** containing event documentation.

This was the ideal souvenir to remember a day that not only presented new products but also highlighted the company's commitment to use of more sustainable materials.





## 5.6 CONTRIBUTING TO THE ECONOMIC DEVELOPMENT OF THE COMMUNITY

### ECONOMIC RESULTS



**ASSETS**  
**26,291,455 €**



**REVENUE**  
**29,066,350 €**



**PAYABLES**  
**15,362,757 €**



**SHAREHOLDERS'  
EQUITY**  
**8,817,702 €**

## 5.6 CONTRIBUTING TO THE ECONOMIC DEVELOPMENT OF THE COMMUNITY

<b>MOBILIFICIO SANTA LUCIA S.P.A.</b>			
<b>ECONOMIC VALUE GENERATED</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>A) Production value</b>	<b>18,254,787</b>	<b>23,766,463</b>	<b>29,066,350</b>
1. Sales revenue	18,254,787	23,766,463	29,066,350
2. Changes in inventories of work in progress, semi-finished and finished products			
3. Increases in fixed assets Work in progress			
4. Other revenues and income	138,083	357,552	345,240
<b>Core-production revenue</b>	<b>18,392,870</b>	<b>24,124,015</b>	<b>29,411,590</b>
<b>B) Secondary and non-recurring components</b>	-	-	-
1. +/- Secondary operations balance	-	-	-
<b>Total economic value generated</b>	<b>18,392,870</b>	<b>24,124,015</b>	<b>29,411,590</b>
<b>ECONOMIC VALUE DISTRIBUTED</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>A) Remuneration of personnel</b>	<b>4,839,036</b>	<b>5,836,773</b>	<b>6,241,574</b>
<b>B) Suppliers</b>	<b>13,180,413</b>	<b>17,147,915</b>	<b>21,817,345</b>
1. Consumption of raw materials, consumables and goods	7,435,782	10,141,876	13,864,580
2. Costs for services	5,273,955	6,530,315	7,367,286
3. Costs for third-party assets	470,676	475,724	585,479
<b>C) Remuneration to the public administration</b>	<b>(280,704)</b>	<b>(108,849)</b>	<b>(59,746)</b>
<b>D) Outgoings for debt capital</b>	301,005	292,745	285,319
<b>E) Outgoings for risk capital</b>	-	-	-
<b>F) Donations and contributions to associations</b>	-	-	<b>9,727</b>
<b>Total economic value distributed</b>	<b>18,039,750</b>	<b>23,168,584</b>	<b>28,294,218</b>
<i>% economic value distributed</i>	<i>98%</i>	<i>96%</i>	<i>96%</i>
<b>ECONOMIC VALUE HELD</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>A) Amortisation, depreciation and write-downs</b>	<b>701,671</b>	<b>657,366</b>	<b>700,212</b>
<b>B) Unallocated profit</b>	<b>(357,051)</b>	<b>298,065</b>	<b>417,160</b>
<b>Total economic value held</b>	<b>344,620</b>	<b>955,431</b>	<b>1,117,372</b>
<i>% economic value withheld</i>	<i>2%</i>	<i>4%</i>	<i>4%</i>

### ALLOCATION OF VALUE GENERATED

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 these areas:

- **donations and contributions to associations**
- **outgoings for risk capital**
- **outgoings for debt capital**
- **outgoings to the public administration**
- **suppliers**
- **remuneration of personnel**



**Donations and contributions to associations**

0.03%

**Remuneration of risk capital**

0

**Remuneration of debt capital**

1.01%

**Outgoings to the public administration**

-0.21%

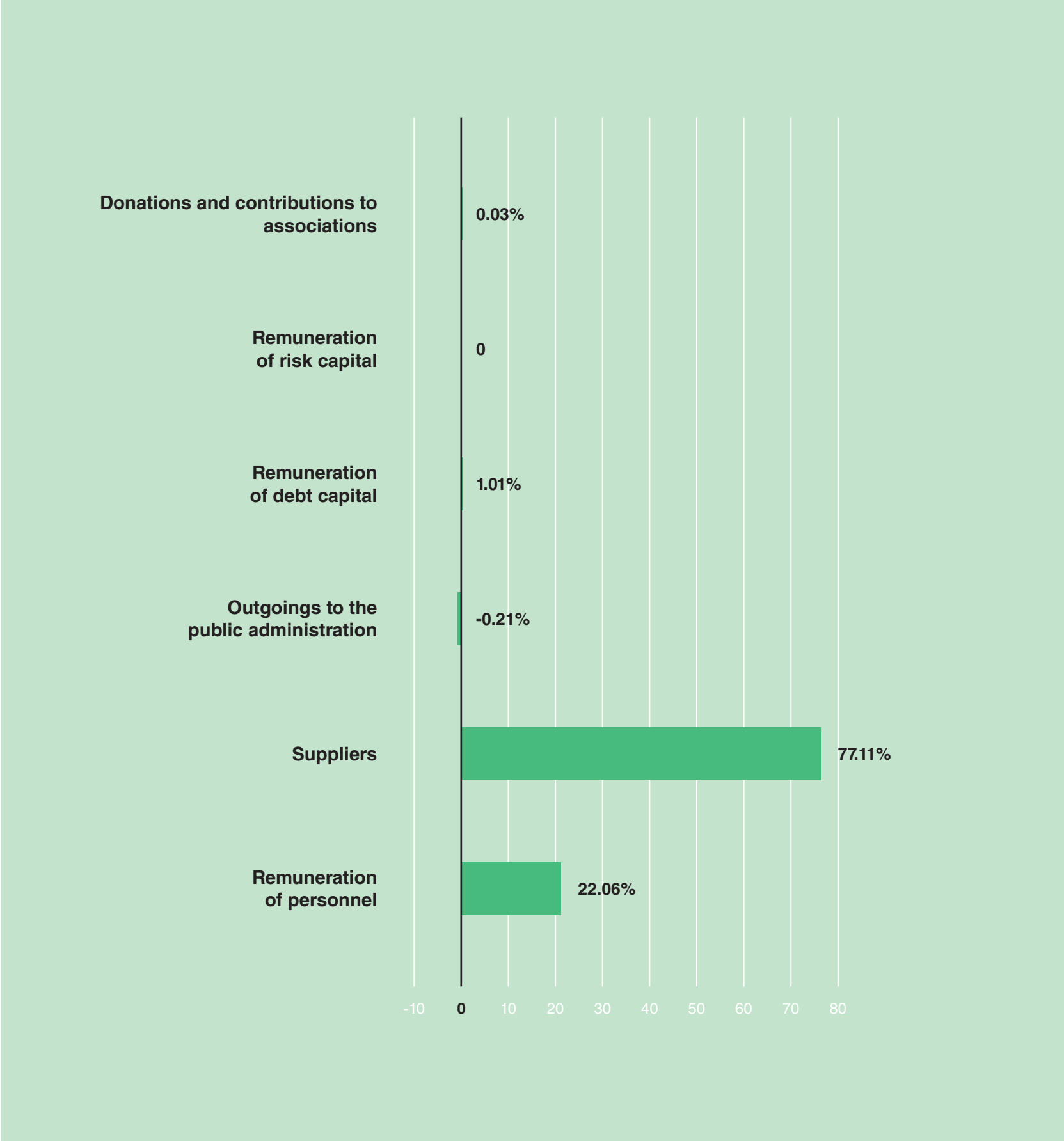
**Suppliers**

77.11%

**Remuneration of personnel**

22.06%

-10 0 10 20 30 40 50 60 70 80







**6**

**COMMITMENT FOR  
THE ENVIRONMENT**



Santalucia Mobili is committed to developing and manufacturing high-quality products, focusing particularly on reducing environmental impacts and maximising energy efficiency.

Through optimisation of the use of natural resources and raw materials, the company is committed to promoting sustainable and responsible management of resources [GRI 3-3].





## ■ 6.1 PROCESSING OF RAW MATERIALS AT OUR SITE

### Santalucia Mobili works with local suppliers to source a series of materials and services required for furniture production.

This strategic choice is aimed at promoting partnerships with local businesses, supporting the local economy and reducing the environmental impact associated with the long-distance transport of goods.

Santalucia Mobili recognises the importance of a local supply chain and works actively to establish robust relationships of trust with suppliers in the region.

The company defines “local” suppliers as those in the north-eastern regions of Italy, which represent 60% of total suppliers [GRI 204-1].

Santalucia Mobili works with strategic partners that supply the raw materials it requires, including **chipboard, melamine, hardware, etc.**

The company is implementing various initiatives with suppliers to improve cooperation, quality and efficiency of the supply chain.

The company does not currently have a specific supply-chain management policy.



These aforementioned initiatives include:



### **USE OF CARBOARD PACKAGING**

The company prefers the use of cardboard packaging rather than shrink wrap. This choice reduces the plastic use and promotes the adoption of more environmentally friendly materials.



### **IRIDEA BIO COATINGS**

The company has introduced the revolutionary Iridea BIO coatings from ICA. These polyurethane coatings are composed of bio-resins from waste plant materials using production phases with limited environmental impacts, reducing the use of harmful chemical substances.

iridea  bio  
ICA COATINGS



### **BMB POLYSTYRENE PRODUCTS**

Santalucia Mobili is using BMB polystyrene products, which can be recycled and contribute to reducing environmental impacts compared to traditional polystyrene products.



### **REPLACEMENT OF CLEANING PRODUCTS**

From 2023, Santalucia Mobili plans to replace cleaning products containing acetone and other toxic substances with less-polluting and non-toxic alternatives. This will contribute to guaranteeing a safer working environment and reduce the negative environment impacts.

## ■ 6.1 PROCESSING OF RAW MATERIALS AT OUR SITE

These initiatives highlight Santalucia Mobili's commitment to environmental sustainability and adoption of more responsible practices in the production process and management of products.

Santalucia Mobili recognises that it can be challenging to involve suppliers in sustainability efforts. Despite this, the company constantly strives to promote an informal dialogue with suppliers around these matters.

Even though partnerships may not always be structured, Santalucia Mobili always attempts to establish a certain level of dialogue to raise awareness amongst suppliers regarding the importance of sustainability and the adoption of environmentally friendly practices.

The company continues to work to further the involvement of suppliers and to promote greater awareness of sustainability issues throughout the supply chain.

So far, Santalucia Mobili has not evaluated suppliers from an environmental and social perspective [GRI 308-2] [GRI 414-2].

Nevertheless, the company recognises the importance of such evaluations and is considering implementation of more detailed evaluation procedures.

In 2022, the company **selected 32 new suppliers using environmental criteria** [GRI 308-1].

The goal is to include environmental and social criteria in the selection of all suppliers, in order to **promote sustainable practices throughout the supply chain**. Santalucia Mobili is committed to increasing transparency and responsibility in the management of its suppliers, taking into account the environmental and social impacts of their operations.



## 6.2 ENERGY CONSUMPTION AND PRODUCTION EFFICIENCY

Energy consumption represents a significant component of production activity at Santalucia Mobili. Energy is consumed primarily in the following areas:

### 1. Operation of production plants and associated systems

Plants transforming wood into finished products require energy to power machinery and equipment used processing. This includes handling of the materials, processing of wood, assembly and other phases of the production cycle.

### 2. Lighting in offices and the production area

Adequate lighting is essential both in offices and production areas. Adequate lighting is necessary to guarantee a safe and comfortable working environment, and to facilitate precision and high-quality processing of wood.

### 3. External lighting

External lighting can also require considerable amounts of energy. This may include lighting of parking areas, entrances to buildings and outdoor walkways, in order to ensure safety and visibility during nighttime hours.

### 4. Operation of IT equipment

In today's world, IT equipment is integral to production activity in the carpentry sector. Computers, servers and other electronic devices require electricity to operate, including cooling and power for IT systems.

Considering the importance of energy consumption in the carpentry sector, companies are increasingly trying to adopt measures to improve energy efficiency, reduce waste and use renewable energy sources where possible. This not only contributes to environmental sustainability, but can also offer significant financial savings in the long term.

## ■ 6.2.1 ENERGY-MANAGEMENT POLICIES AND ACTIONS

Santalucia Mobili's energy-management policies are focused on rationalisation of energy consumption, targeting the **use of energy exclusively towards production goals and heating of working environments**. The company is committed to identifying and implementing solutions aimed at maximising energy efficiency, minimising waste and losses [GRI 3-3].

Santalucia Mobili has adopted various strategies to manage energy use and reduce associated environmental impacts. In 2020, the company installed a **liquefied natural gas (LNG) plant** at one of its two facilities. The adoption of LNG as an energy source enables a reduction in greenhouse-gas emissions and increases the energy efficiency of the production process.

Santalucia Mobili has also invested in a **photovoltaic plant** for the site with greater energy consumption.

This solar plant uses the energy of the sun to generate electricity, reducing reliance on traditional energy sources and limiting the environmental impact linked to CO2 emissions.





## ■ 6.2.2 MONITORING EFFICACY OF ENERGY MANAGEMENT ACTIONS



Santalucia Mobili closely monitors the efficacy of energy-management actions by monitoring monthly consumption trends.

The company gathers detailed energy-consumption data, including that derived from the electricity grid and the liquified natural gas (LNG) system.

By analysing this data, Santalucia Mobili evaluates the efficacy of measures adopted and correlates them with the company's turnover. Analysing this relationship between energy consumption and turnover enables a better understanding of the company's overall energy efficiency and identification of any areas for improvement.

The company also uses key performance indicators (KPIs) to evaluate energy performance trends. These KPIs include energy consumed per production unit, energy efficiency of machinery and equipment and the percentage reduction in greenhouse-gas emissions.

Through an approach based on data and constant monitoring, Santalucia Mobili is able to assess the impact of energy-management actions and to make any changes or improvements necessary to maximise efficiency and reduce environmental impacts in the long term.



### 6.2.3 CONSUMPTION

The table below presents energy-consumption figures originating from invoices issued by energy suppliers [GRI 302-1].

Generic conversion factors were utilised to convert fuels into megajoules. [GRI 302-2].

Santalucia Mobili's energy-efficiency ratio is 0.093. This measures the efficiency of energy use in relation to production or other activities. This provides a relative measurement of energy consumed per production unit or output of the organisation.

The specific parameter selected to calculate Santalucia Mobili's energy intensity ratio is internal consumption of electricity and LNG (liquified natural gas) in relation to the organisation's turnover [GRI 302-3].

TYPE OF NON-RENEWABLE FUEL	2022 CONSUMPTION (MEGAJOULES)
 <b>ELECTRICITY</b>	<b>9,790,576</b>
 <b>INCLUDING NATURAL GAS</b>	<b>816,136</b>

\*conversion factor: 1 kilowatt-hour = 3.6 megajoules.

## 6.2.4 PRODUCTION-LINKED INDICATORS

Production-linked efficiency indicators are important tools used by Santalucia Mobili to evaluate the efficacy and efficiency of the production process.

Our indicators include:



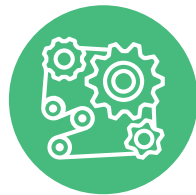
**12.17**

**No. hours invested per  
product against no. hours  
worked**



**124.17**

**Hourly  
turnover**



**5**

**No. improvement projects**



**0.45**

**No. hours worked  
against no. packages units**

## 6.3 WASTE MANAGEMENT

Santalucia Mobili implements rigorous waste management, constantly monitoring the volume of waste produced and ensuring observance of all regulations and applicable warehousing requirements. To facilitate this monitoring activity, the company uses a specially designed management system [GRI 3-3].

The most significant forms of waste for Santalucia Mobili include wood shavings, paper and cardboard packaging and packaging in mixed materials. To prevent the production of waste from the organisation's activities, both upstream and downstream in the value chain, particular attention is paid to the design phase.

With regard to chipboard, offcuts have been reduced through the use of industry 4.0 machinery, which enable greater efficiency and reduced waste. Packaging, on the other hand, is designed to be recyclable, with the aim of reusing it or feeding it back into the production cycle.

In order to manage the significant impacts of waste produced, Santalucia Mobili adopts re-use and recovery practices. One example is the incineration of waste to generate energy. The company focuses particularly closely on the correct storage of waste it processes, using dedicated separation structures.

In order to optimise the recovery of waste material, Santalucia Mobili works with specialised operators. These partnerships guarantee appropriate recovery of materials and serve to reduce the environmental impacts of waste management [GRI 306-1] [GRI 306-2].



### 6.3 WASTE MANAGEMENT

The table below shows the types and quantities of waste produced [GRI 306-3] [GRI 306-4] [GRI 306-5]. Our operations do not involve the risk of spills [GRI 306-3].

Description	Weight (tonnes)	Sent for	Hazardous
Sawdust, shavings, cuttings, wood, chipboard panels and veneer	581.94	Recovery/ recycling	Non-hazardous
Sawdust, shavings, cuttings, wood, chipboard panels and veneer	1736.78	Recovery/ recycling	Non-hazardous
Used toner for disposal	0.07	Recovery/ recycling	Non-hazardous
Water-based liquid waste containing adhesives or sealants	39.00	Recovery/ recycling	Hazardous
Fly ash from co-incineration, containing hazardous substances	17.72	Recovery/ recycling	Hazardous
Other solvents and solvent mixtures	1.40	Recovery/ recycling	Hazardous
Paper and cardboard packaging	109.36	Recovery/ recycling	Non-hazardous
Plastic packaging	25.87	Recovery/ recycling	Non-hazardous
Mixed material packaging	63.98	Recovery/ recycling	Non-hazardous
Sanitary products, filtering materials, cloths and protective clothing	1.52	Recovery/ recycling	Non-hazardous
Aluminium	2.64	Recovery/ recycling	Non-hazardous
Iron and steel	8.18	Recovery/ recycling	Non-hazardous
Fluorescent tubes and other waste containing mercury	0.02	Recovery/ recycling	Hazardous
<b>2588.48</b>			



**100% of waste  
is recovered**

Through actions for improvement of plants, Santalucia Mobili has achieved zero waste to landfill.

Santalucia Mobili will embark on a new path in 2023 for sustainable waste management.

From 2023, the company will launch a partnership with Recycla for the processing and disposal of non-recyclable waste and solid materials.

This partnership will enable the adoption of responsible and efficient practices in the waste-disposal cycle, helping to reduce environmental impacts.



## 6.4 MATERIALS

Dialogue between stakeholders regarding the choice of materials does not follow a formal procedure, but daily decisions are guided by continuous improvement. Santalucia Mobili does not currently have specific policies to manage the selection of materials. Nevertheless, for sofa products, the company has opted to use recycled fabrics and chosen Saviola environmentally friendly wood panels for certain finishes.

It is important to note that the company recognises the possible negative impacts deriving from the supply chain. Specifically, goods transport from suppliers to the company and vice versa is an aspect with a significant environmental impact. The company has also identified coatings as another area with a negative impact on the environment. It has adopted several specific measures to tackle these problems. For example, it is using paints that contribute to reducing the environmental impacts associated with coating processes.

The Company recognises its responsibility to tackle the negative impacts of the supply chain and is taking concrete action for more sustainable selection of materials. Efforts continue for the adoption of increasingly environmentally friendly and industry-leading practices [GRI 3-3].

The table below presents the main raw materials used in production during 2022 [GRI 301-1].

Type of material	2022
unprocessed MDF (m <sup>3</sup> )	233
unprocessed chipboard (m <sup>3</sup> )	9,810
melamine MDF (m <sup>2</sup> )	3,409
decorative paper (m <sup>2</sup> )	833,555
melamine chipboard (m <sup>2</sup> )	160,228

Other materials used in the production process are:



**Cardboard**



**Polystyrene**



**Packaging**



**Shrink wrap**



**Glues**



**Glass**



**Metal**

## 6.5 ECOLOGICAL PANEL

**The Consorzio del Pannello Ecologico promotes the reuse of resources, particularly wood, to safeguard the environment.**

Santalucia Mobili shares this vision and has adopted company policies focused on social responsibility and environmental protection. Santalucia Mobili furniture, furnishings and accessories are manufactured using 100% recycled wood panels, which do not require the felling of trees, instead reusing existing resources.

These environmentally friendly panels from the Mario Saviola Group, have **extremely low formaldehyde emissions** and are **certified “FSC® 100% recycled”**, making them a sustainable solution for interiors.

Santalucia Mobili is committed to offering sustainable quality that is reflected in the furniture and furnishings that go into homes, contributing to the creation of eco-friendly environments.



## 6.5.1 CERTIFICATION OF MATERIALS

Santalucia Mobili places great importance on the quality of its products, and this begins with the careful selection of suppliers and raw materials. **The majority of our suppliers are Italian and Austrian, as we wish to support the growth of our community and we prefer to work with local suppliers wherever possible.** This choice also enables us to promote a culture of sustainability throughout the supply chain.

During the process for selection of materials, we seek certified products, with a particular focus on **certifications E1, FSC® and Carb II.**

Santalucia Mobili products are **made with materials from well-managed FSC® forests and other controlled sources**

in accordance with strict environmental, social and economic standards established and approved by the Forest Stewardship Council (FSC®). This is a global non-profit organisation promoting the responsible management of the world's forests.

Richiedi i prodotti  
certificati FSC®



The mark of  
responsible forestry

For FSC® certification we implement specific policies and monitoring and checks are conducted by accredited third parties. For certification of the chain of custody, a 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.

In addition to these certifications, we seek reliable suppliers that observe rules and delivery times, in compliance with **ISO 9001:2015 certified** quality standards.

This enables us to guarantee the quality of our products and offer our customers furniture that meets strict quality standards.



## 6.6 PRODUCT SAFETY

Santalucia Mobili places great importance on the health of people who use its products. We are always on the lookout for innovative solutions that can improve people's lives and offer an enhanced user experience, identified through detailed market research and analysis of consumer expectations.



One tangible example of this focus has arisen in response to the growing need to live in clean, hygienic and sanitized environments.

To meet this need, Santalucia Mobili has adopted **SilverCoat surfaces** for all of its wardrobes. These surfaces have **antibacterial properties thanks to the use of silver ions**, which are capable of destroying up to 850 different pathogens, killing bacteria extremely quickly. This solution is **useful in both domestic and hotel settings, offering superior hygiene and safety.**

With the introduction of SilverCoat surfaces, Santalucia Mobili demonstrates its commitment to supplying products that not only meet functional and design needs, but also contribute to ensuring environments are healthy and protected for users [GRI 3-3].





## ■ 6.6.1 PRODUCT SAFETY CERTIFICATIONS

Santalucia Mobili has further confirmed its commitment to product safety by gaining **CARB certification** (California Air Resource Board). This certification is based on the Airborne Toxic Control Measure (ATCM), which aims to **reduce and control formaldehyde emissions from wood-based materials** used in California and subsequently extended to become the reference standard in Europe as well.



a steady-state concentration in the air of the testing chamber (in compliance with UNI EN 717-1) greater than 0.1 ppm, which is the limit recommended by the World Health Organisation for domestic and living spaces.

Materials compliant with CARB 2 certification are identified directly by suppliers. This certification demonstrates Santalucia Mobili's efforts to guarantee product safety, ensuring that they meet the strictest emissions standards and helping to create healthier environments for consumers.

Wood-based panels are classified on the basis of their formaldehyde emissions following the criteria defined by specific technical regulations for the sector.

An emissions class is assigned to the product on the basis of initial testing and periodic checks on production. Class E1 panels (with low emissions) can be used without causing





## 6.7 R&D, SUSTAINABLE INNOVATION AND THE CIRCULAR ECONOMY

Santalucia Mobili is constantly active in research for new solutions to support the transition from a linear economy to a circular economy, working both on raw materials and product development, and anticipating the growing demands of consumers who are increasingly sensitive to environmental issues.

During the product-development phase, sustainability is central. Our goal is to extend the useful life of furniture, using high-quality components that enable repeated assembly and disassembly. Furthermore, we aim to use recyclable materials such as aluminium and glass in our products. [GRI 3-3].

The prototyping phase is also environmentally sensitive, utilising 3D printers to reduce the production of physical samples and optimise resources.

In 2021, we launched **research into new products that can be disassembled or that are designed specifically to facilitate recycling**, demonstrating our commitment to an ever more sustainable approach to furniture design.

**Offcuts from shredding of materials are used for heating** via a dedicated heating system **at the Via Sagree site**. This process enables us to efficiently harness and reuse processing residue, helping to reduce waste and adopt sustainable practices. Santalucia Mobili is committed to maximising use of available resources and promoting environmentally friendly solutions for the management of production offcuts.



## ■ 6.7 R&D, SUSTAINABLE INNOVATION AND THE CIRCULAR ECONOMY

**Frati is one of our panel suppliers with which we have established a framework agreement to return production offcuts.**

These offcuts are then used by Frati for the production of new panels that are then reintroduced into the market.

In 2022, we sent Frati a total of 55 containers of waste, corresponding to 1,067,840 kg of panel offcuts from production at the Via Sagree facility.

We also sent 38 containers of waste from the Via Manin site, corresponding to 650,680 kg of panel offcuts.

These partnerships with our suppliers enable us to reduce waste, promoting circularity of materials and helping to build a sustainable economic model.

From 2023, the company will launch a partnership with Recycla for the proper disposal of waste. This partnership will enable the adoption of more sustainable and responsible practices in the management of waste generated by our operations. Recycla is a company specialised in the recycling and waste-disposal sector, and will provide us with innovative solutions to reduce environmental impacts and promote more efficient resource management. We are excited about this new partnership and confident that together we can help to protect the environment and promote a circular economy.



## VIA SAGREE 21 FACTORY



**55**

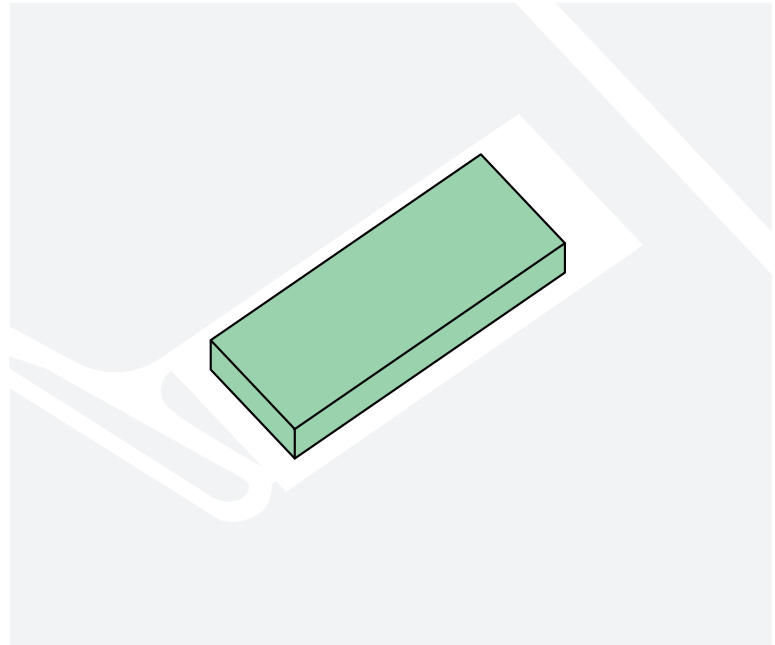
containers of offcuts

=



**1,067,840 kg**

of panel offcuts



85

## VIA MANIN 34 FACTORY



**38**

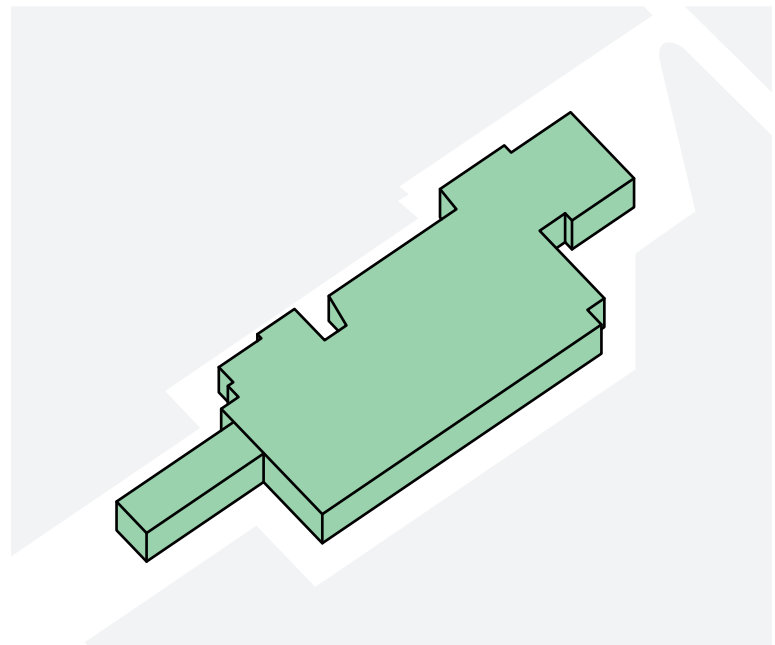
containers of offcuts

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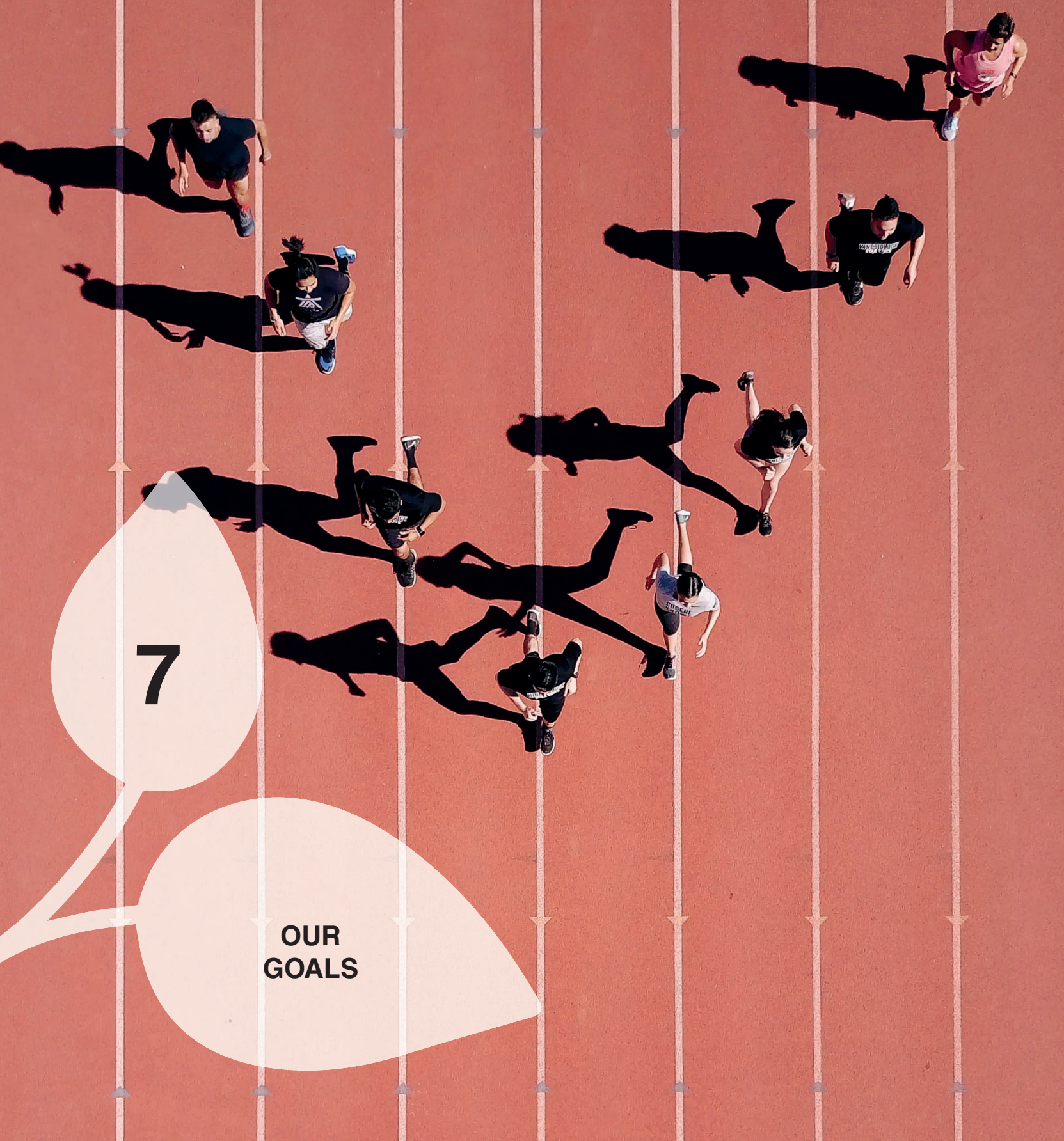


**650,680 kg**

of panel offcuts















7

OUR  
GOALS




MATERIAL TOPIC	SDG TARGET		ACTION Mobilificio Santa Lucia	MONITORING OF INDICATORS TO DATE
Employee wellbeing		<p><b>8.5</b> 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.</p>	<ul style="list-style-type: none"> <li>- Increase opportunities for dialogue and sharing through more frequent meetings</li> <li>- Disseminate and promote company values in all divisions and departments</li> <li>- Gather feedback and suggestions for improvements through employee surveys</li> <li>- Install an active engagement system to enable employees to express their opinions and worries</li> </ul>	<ul style="list-style-type: none"> <li>- We have increased the number of meetings, focusing particularly on lean working</li> <li>- <i>We are working on a system to gather information and actions in a structured manner</i></li> <li>- <i>We are actively working on the creation of a centre for dialogue</i></li> </ul>
Training (hard skills)		<p><b>4.3</b> By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.</p>	<ul style="list-style-type: none"> <li>- Increase investment in training</li> <li>- Implement lean thinking to constantly improve and update company performance</li> </ul>	<p>In 2022, we are continuing training courses dedicated to lean methods.</p> <ul style="list-style-type: none"> <li>- <i>We are currently focusing efforts on the creation of a system of indicators to monitor company performance</i></li> <li>- <i>In 2023, we will launch a training plan to spread awareness of sustainability within the company</i></li> </ul>
Worker health and safety		<p><b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</p>	<ul style="list-style-type: none"> <li>- Actions to improve the working environment, plants and processes, with the goal of increasing occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>- We have organised and structured an occupational health and safety prevention and monitoring process</li> </ul>
Contribution to the economic development of the community		<p><b>8.5</b> 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.</p>	<ul style="list-style-type: none"> <li>- Increase initiatives supporting the community in order to promote economic development of the local area</li> </ul>	<ul style="list-style-type: none"> <li>- We actively support local organisations and will continue to do so</li> </ul>



## 7 OUR GOALS

MATERIAL TOPIC	SDG TARGET	ACTION Mobilificio Santa Lucia	MONITORING OF INDICATORS TO DATE
Raw materials	 <p><b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources.</p>	<ul style="list-style-type: none"> <li>- Definition of actions to reducing packaging.</li> <li>- Introduction of new materials.</li> </ul>	<ul style="list-style-type: none"> <li>- We have introduced more sustainable packaging materials.</li> <li>- In 2022, we carried out testing for adoption of a paper-based solution instead of shrink wrap.</li> <li>- <i>We have introduced ICA BIO coatings</i></li> <li>- <i>In 2023, we will introduce a range of recycled fabrics</i></li> </ul>
Energy consumption and production efficiency	 <p><b>7.3</b> By 2030, double the global rate of improvement in energy efficiency.</p>	<ul style="list-style-type: none"> <li>- Introduction of management of data to monitor emissions.</li> <li>- Reporting of scope 3 emissions in greater detail, starting with precise data collection.</li> <li>- Electrification and use of renewable energy.</li> <li>- Sharing of emissions figures to international bodies.</li> </ul>	<ul style="list-style-type: none"> <li>- <i>In 2022, we purchased the photovoltaic plant that will be installed in 2023</i></li> </ul>
Waste management	 <p><b>12.5</b> By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>	<ul style="list-style-type: none"> <li>- Reduction in waste through implementation of reuse and recycling.</li> </ul>	<ul style="list-style-type: none"> <li>- <i>Actions to reduce waste have been focused primarily on the production department Through the implementation of lean-manufacturing principles, we have significantly reduced waste and are adopting a system for the measurement and monitoring of our results.</i></li> </ul>
Circular economy	 <p><b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources.</p>	<ul style="list-style-type: none"> <li>- Analysis of potential circular-economy initiatives applied to end products.</li> </ul>	<ul style="list-style-type: none"> <li>- <i>2022 marked the start of the current training plan dedicated to the circular-economy initiatives most suited to our business</i></li> </ul>



MATERIAL TOPIC	SDG TARGET		ACTION Mobilificio Santa Lucia	MONITORING OF INDICATORS TO DATE
<b>R&amp;D and sustainable innovation</b>		<p><b>9.5</b> 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.</p>	<p>- Introduction of a type of products that can be completely disassembled.</p>	<p><i>- We carried out analysis of the first prototypes for design of a sofa that can be completely disassembled, planned for release in 2023.</i></p>
<b>Strategic partnerships</b>		<p><b>17.17</b> Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>	<p>- Involvement of suppliers in the fight against climate change.</p>	<p><i>- We are progressively introducing materials with lower environmental impacts to the supply chain</i></p>
<b>Product safety</b>		<p><b>12.8</b> By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.</p>	<p>- Engagement with customers providing information enabling them to make more informed choices when purchasing, in terms of both usage and disposal.</p>	<p>- Through our digital channels, we shared all initiatives connected with sustainability, to increase awareness amongst all stakeholders</p>



**GRI  
CONTENT INDEX**

Mobilificio Santa Lucia S.p.A. has prepared the information cited in this GRI Content Index for the period from 01/01/2022 to 31/12/2022 with reference to the GRI Standards.

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# SANTALUCIA MOBILI

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Santalucia Mobili

## Coordination

Santalucia Mobili

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stampato  
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