

# Positive Energy

Report on Sustainability  
2022



**VIMAR**

energia positiva

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The purpose of this document is to provide all stakeholders with clear essential information to understand and appreciate Vimar’s commitment to sustainability. Indeed, the 2022 Report on Sustainability constitutes the first step towards anticipating future European regulatory requirements, organising the environmental, social and economic initiatives and engagements which have always underpinned the development of the Vimar brand – embracing the values of concreteness, measurability and transparency.

*Dear stakeholders,*

*We are delighted to present you our first ever Report on Sustainability, which has been drawn up in accordance with the reference standards, and represents our commitment and our accountability in the process of integrating ESG issues into Vimar's wealth of corporate values.*

*The 2022 Report on Sustainability relates to a historic time marked by a climate of persistent uncertainty, fuelled by the war in Ukraine and the resulting inflation, restrictive monetary policies, constant geopolitical tensions and extreme weather events caused by climate change.*

*In parallel, with the presentation of the European Green Deal, the European Union confirms its leading role towards a sustainable transition which promotes the adoption of measures aimed at substantially changing the competitiveness model used by companies: from the adoption of the eco-design Regulation to the packaging Directive, including new legislation on materials and, above all, new rules to increase transparency in the reporting of sustainability performance.*

*In this complex scenario, we decided to look to the future with confidence, welcoming the challenging objectives proposed by the European Union as new opportunities for value creation.*

*We would therefore like to share our vision of sustainability with you. It is yet another expression of the concept of positive energy that has always driven our actions and represents our commitment to improving incessantly; it is expressed not only in our products and services, but also in our promoting of a safe and inclusive working environment, in listening to our employees, in collaborating with the local community and other stakeholders, and in respecting the environment and the territory in which we have always done business.*

*2022 was a year of remarkable success. The value of Vimar's production went up 12% compared to the previous year, confirming a strong and steady recovery, after the crisis period due to the COVID-19 pandemic. As regards the environment, we took significant steps, supporting our wiring series with the PEP Ecopassport certification, promoting greater energy autonomy through photovoltaic power systems and reducing consumption using geothermal energy and other efficiency enhancement projects. From a social perspective, we actively collaborated with schools and universities, creating a "Vimar Academy" to promote the professional growth of our employees. As for our product range, we introduced the new Linea series and created innovative systems with connected functions which can be managed using a dedicated App, designed to improve the comfort and safety of our customers while saving energy.*

*These results are the tangible manifestation of our commitment and we are proud of what we have achieved and of the direction we are heading towards to give our business continuity while building an ever stronger future. Please explore the details of our initiatives and projects in our Report on Sustainability. Together, we can continue to work on a more sustainable and responsible future.*

Chairman and Managing Director  
**Gualtiero Viaro**

Managing Director  
**Camillo Gusi**

# Vimar: positive energy

- > Made in Italy, made for the world: the Vimar value ecosystem
- > Economic and financial results
- > Responsible management
- > Applicable challenges
- > Issues that matter

**+€289 mn**

value of **production**, up by +12% compared to 2021

**96.5%**

of **orders** are **dispatched by the date confirmed to the customer**

**+1,050**

**employees** in Italy

**6%**

of **annual turnover** is invested in **Research and Development**

**15,000**

**articles distributed** across the globe every year

**>200**

**patents registered** by Vimar in over 78 years of business

*We believe in a job well done.*

*That's why all our products are painstakingly designed and developed; rigorously manufactured, tested and delivered; intelligently laid out, to give designers and installers a helping hand; and specifically built to make life easier for the people who use them. In short, they're "a job well done" and a clear expression of that know-how and aptitude for excellence that we've defined as positive energy for more than 78 years.*

Vimar S.p.A. is one of the leading Italian players on the low-voltage electronic and electrical scene. The company headquarters are located in Marostica, in the Italian province of Vicenza, where it boasts no less than 4 production plants. Thanks to the more than 1,000 employees, over 15,000 articles are distributed in 100 countries across the globe each year.

The brand offers design-led products and state-of-the-art solutions for the management of electrical power. The product line-up comprises multiple series of 1-way switches and cover plates, available in a variety of materials and colours, systems for home&building automation, for climate and energy control and management as well as video door entry and CCTV vid-

eo surveillance systems. This make Vimar a veritable beacon for people looking for top-performing solutions, product quality, technological innovation and bewitching designs in keeping with the latest market trends.

In this regard, the brand was awarded the prestigious designation of "Historic Brand" by the Italian Ministry for Economic Development in 2021, bearing witness to the company's long tradition and Italian pedigree. In addition, in 2022 too, Vimar received prestigious acknowledgements including, to name a few, the Iconic Awards 2022 in the "Innovative Architecture" and "Innovative Material" categories for the new Linea series.



Linea, aligned control



Linea, XT platform control

These achievements are the result of the brand's unwavering pursuit of excellence and the highest levels of quality which distinguishes Vimar culture - an approach underpinned by values such as:

- > **Integrity, loyalty and transparency** which inspire professional honesty and the firm reproof of any improper or unlawful practice. Fairness is a fundamental pillar on which relationships between colleagues, customers, suppliers, and the environment are based.
- > **Sustainability, responsibility and generosity** that guide people to respect the environment and pursue effective responses to the challenges posed by climate change through state-of-the-art solutions and technologies that benefit all Vimar stakeholders.

- > **Positive energy and tradition.** Light is energy, heat and life. Vimar has always been driven by a constant passion and desire to innovate. The brand's vision is rooted in its determination to grow and in the awareness that authentic identity comes from tradition.

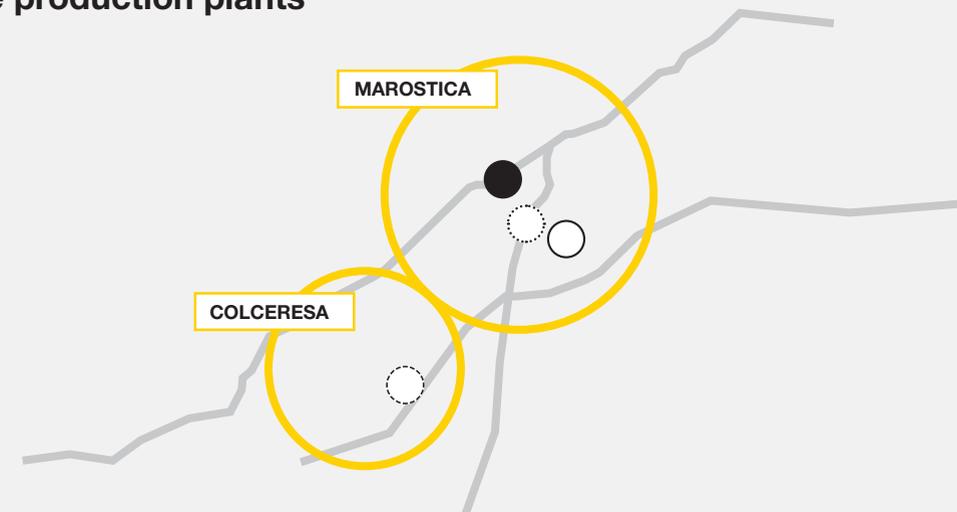
## Made in Italy, made for the world: the Vimar value ecosystem

[GRI 2-6]

Vimar designs, develops, manufactures and markets products, services and systems for electrical and technological installations under the Vimar and Elvox brands. The brand caters to a large number of customers in both the residential and services sectors.



### The production plants



● **Via IV Novembre**  
Marostica

This site focuses on mechanical processing for the manufacture of product components.

○ **Viale Vicenza**  
Marostica

The plant mainly carries out the moulding activities for the production of semi-finished products made of technopolymer.

○ **Via dell'Artigianato**  
Colceresa

The site is equipped with two systems for the surface finishing of plastic parts and metal alloys; one is dedicated to automated liquid painting, while the other is designed to carry out multi-metal treatment with zero emissions – an effective eco-friendly alternative to the traditional galvanic process.

○ **Corso della Ceramica**  
Marostica

The New Logistics and Production Pole was inaugurated in 2019 and constitutes the heart of the Vimar logistics network. In fact, in addition to the two departments dedicated to the production of printed circuit boards for electronic products and the assembly of semi-finished products, this plant also packages and stores the products before they are distributed.

## The Vimar product line-up

Vimar offers its customers state-of-the-art products which combine design and innovation.

### > Wiring series



Designer cover plates and 1-way switches featuring cutting-edge technology. The Eikon, Linea, Arké, Plana and Idea wiring series are designed to blend in with any surroundings, to accommodate any type of need. Offering a host of customisation possibilities (in terms of colour, finish and material), they are the perfect fit for both residential settings as well as the service, hotel and naval industry.

### > Smart systems and products



Smart systems and products: a combination of solutions designed to enhance comfort, energy efficiency, safety and security. They are based on sophisticated proprietary technology or KNX and Bluetooth, to control lights, roller shutters, create scenarios and manage consumption levels, all also managed remotely thanks to the View App or by voice, using voice assistants.

### > System infrastructure



Control units, mounting boxes, flush mounting or surface mounting junction boxes, surface mounting enclosures with IP40, IP55 and IP66 protection and structured wiring solutions to deploy data networks with fiber optics or copper, ensuring maximum transmission speed.

### > Portable installation



Plugs and socket outlets, portable multiple socket outlets, adaptors and lighting components: safe and secure solutions with impeccable styling to meet every need.

### > Video door entry and Door entry systems



Video entryphones, entryphones and outdoor stations for residential, service industry and hotel facilities. Designer products which vary in dimensions, structure, type of system, as well as installation, based on Due Fili Plus, IP and SIP technology which can be used to create large systems too.

### > Security



Building security solutions. Indoor and outdoor alarm and video surveillance systems, comprising high-performance designer products, made with the most innovative technologies and remote controllable using the View App.  
For assisted living, healthcare facilities or private residences for the elderly, systems for making calls, for assistance and remote assistance, to make life easier for those in need.  
In addition, for maximum safety and hygiene, cover plates and devices with antibacterial treatment, treated with silver ions.

## FOCUS ON

### Vimar's excellence *Made in Italy* *good-looking and well made*

These are the words that best describe our vision of excellence *Made in Italy* which means creativity, expertise, innovation, tradition, passion and the utmost dedication. It's an approach involving the company's entire value chain, aimed at offering customers a product and service that fully meets their expectations of style and quality.

## Economic and financial results

[GRI 2-6] [GRI 201-1]

**In 2022, the world economy recorded 3.1% GDP growth, with downturns and divergences among developed countries.**

The uncertainty fuelled during the year by high inflation, restrictive monetary policies in central banks and the conflict in Ukraine promises to continue into 2023 with further slowdowns in global GDP growth (+2.7%)<sup>1</sup>.

In Italy, GDP grew faster than in other EU countries, driven by rising consumption and sound investment, despite inflation in the Eurozone. However, a slowdown is expected in this country too over the coming years, with Italian GDP growth expected to be +1.1% for 2023.

**In 2022, the value of Vimar's production exceeded € 289 million, up by +12% compared to the previous year.** These results confirm a strong and steady recovery, after the crisis period sparked by the COVID-19 pandemic.

Economic and financial data (thousands of €)

	2022	2021	2020
Value of Production	289,004	257,049	206,916
Net Assets	340,512	332,141	314,284
EBITDA	90,426	82,592	57,542
EBIT	65,808	59,261	50,467

During the year, the significant cost increase which the company sustained - as did the entire national system - impacted marginality. One of the triggering factors was the evident soaring of energy costs and uncertainty in the supply of raw materials, such as plastic and electronic components.

**The results obtained during 2022 allowed Vimar to generate an overall economic value of more than €290 million, about 88% of which was distributed to stakeholders** (approximately €256 million).

Economic and financial data (thousands of €)

	2022	2021	2020																								
<b>Economic value generated</b>	<b>290,743</b>	<b>258,834</b>	<b>208,571</b>																								
<b>Economic value distributed</b>	<b>256,385</b>	<b>231,342</b>	<b>185,508</b>																								
<ul style="list-style-type: none"> <li>● of which to suppliers</li> <li>● of which to employees</li> <li>● of which to capital providers</li> <li>● of which to Public Administration and the Community</li> </ul>	<table border="0"> <tr> <td>125,755</td> <td></td> </tr> <tr> <td>70,796</td> <td></td> </tr> <tr> <td>40,679</td> <td></td> </tr> <tr> <td>19,155</td> <td></td> </tr> </table>	125,755		70,796		40,679		19,155		<table border="0"> <tr> <td>105,244</td> <td></td> </tr> <tr> <td>68,048</td> <td></td> </tr> <tr> <td>40,684</td> <td></td> </tr> <tr> <td>17,366</td> <td></td> </tr> </table>	105,244		68,048		40,684		17,366		<table border="0"> <tr> <td>84,746</td> <td></td> </tr> <tr> <td>63,539</td> <td></td> </tr> <tr> <td>25,694</td> <td></td> </tr> <tr> <td>11,529</td> <td></td> </tr> </table>	84,746		63,539		25,694		11,529	
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<b>Economic value not distributed</b>	<b>34,358</b>	<b>27,492</b>	<b>23,063</b>																								

The economic value distribution chart generated highlights the flow of resources to the stakeholders who contributed to its cre-

ation, based on an analysis of the costs incurred.

## Responsible management

[GRI 2-1] [GRI 2-2] [GRI 2-9] [GRI 2-12] [GRI 2-13] [GRI 2-14] [GRI 2-17] [GRI 2-20] [GRI 2-23] [GRI 2-26] [GRI 2-27] [GRI 2-29] [GRI 2-30]

**Vimar's organisational structure includes a Board of Directors (BOD) and a Board of Statutory Auditors.**

The BOD consists of 5 members, 2 of whom are Managing Directors and 3 Directors.

GRI 405-1 | Diversity in Governance bodies and among employees

Gender	Age	Number
● Male	30-50 years old	3
● Male	>50 years old	2

The corporate governance model is based on the principles of law abidance, transparency and accountability. **For this reason, Vimar has since 2009 adopted an Organisation, Management and Control Model pursuant to the provisions of Italian Leg. Decree 231/2001 and a Code of Ethics.** This act of social responsibility benefits all stakeholders involved – managers, employees, creditors, and all other subjects whose interests are linked to the company's fortunes – and motivates Vimar to make regular updates, adapt to regulatory changes, and prevent the risk of irregularities.

departments to monitor the processes relating to the sensitive areas covered by the Organisational Model. What's more, a meeting is held annually with the Board of Statutory Auditors and Company Management, during which the SB reports on the audits conducted during the period and on the Model application and updating status. Last but not least, the Body also has the task of closely monitoring the effective functioning of the whistleblowing system, implemented in accordance with current legislation.

**Monitoring of the effectiveness and compliance with the principles and rules contained in the Organisational Model adopted by Vimar is entrusted to the Supervisory Body (SB), which is called upon to report and, if necessary, to make proposals for improvement.** To this end, quarterly meetings are held with the relevant company

**The Vimar Code of Ethics is an integral part of the Model:** it sets out the values and principles of conduct which the Company and its subsidiaries are committed to adopt, such as ethics, business integrity, environmental protection and respect for the community. The governance model integrates these values in all the in-house activities and contributes to disseminating the Vimar culture across all levels of the company.

<sup>1</sup> The Conference Board, Global Economic Outlook 2023

The company is also keen to comply with personal data protection regulations and has implemented a Privacy Organisational Model which describes all the measures taken by the company in this regard. Vimar has therefore established an internal organisational structure consisting of a number of bodies and figures (Privacy Manager, Privacy Team, Data Breach Team and Data Processors) who, on behalf of the Data Controller, monitor proper compliance with personal data protection regulations.

To foster the consolidation of a culture of sustainability within the company, Vimar's top management and key figures were involved in a dedicated training course in 2022. The training sessions were held for Vimar's Executive

Committee, which brings together the members of the Board of Directors, the 5 Department Managements (Administration, Finance and Control, Marketing, Sales, Human Resources and Engineering), and an inter-departmental team set up specifically to support the integration of sustainability in the various company departments. **The round of meetings provided participants with a valuable opportunity to explore key issues and tools linked to sustainability**, covering an extensive range of topics, from strategy, to reporting and stakeholder engagement. During these sessions, the challenges related to the evolution of GRI standards and the new European Corporate Sustainability Reporting Directive, as well as the European taxonomy for sustainable finance were addressed in depth.

## Applicable challenges

**+2.7°C**

the **global rise in temperature** expected by the end of the century, of which 1.1°C has already been reached (IPCC, 2021)

**-55%**

the **European target for reducing greenhouse gas emissions** by 2030, compared to 1990 levels (Fit for 55, 2021)

**75%**

global chip manufacturing **capacity** concentrated in East Asia (Boston Consulting Group, 2022)

**€43 bn**

the **investment expected** by the European Chip Act to address the **shortage of semiconductors in the EU** (European Commission, 2022)

## Global acceleration towards a sustainable transition

The **global average temperature has risen by 1.15°C above the pre-industrial average and seems likely to rise further if no proper action is taken**<sup>2</sup>. Yet, the measures taken by countries that have signed the Paris Agreement, thereby committing themselves not to exceed +1.5°C, seem insufficient to make it on time. Without proper intervention, temperatures are estimated to rise by 3.3°C by the end of the century<sup>3</sup>. With the Green Deal, **the European Union has set itself**

**the goal of becoming the first continent in the world to achieve carbon neutrality by 2050**. This target has been declined into milestones, such as those set out in July 2021 through the "Fit for 55" climate package, which, for example, foresees a 55% reduction in greenhouse gas emissions compared to 1990 levels, a 40% rise in the share of renewable energy in the European energy mix and a 36% energy efficiency target.

Part of this process also includes the New Circular Economy Action Plan and, more specifically, the proposed Regulations on ecodesign and eco-friendly design of products and the revision of the Packaging and Packaging waste Directive. While the former aims to introduce an obligation to comply with technical environmental requirements for the majority of products marketed in the European Union<sup>4</sup>, the latter involves the introduction of

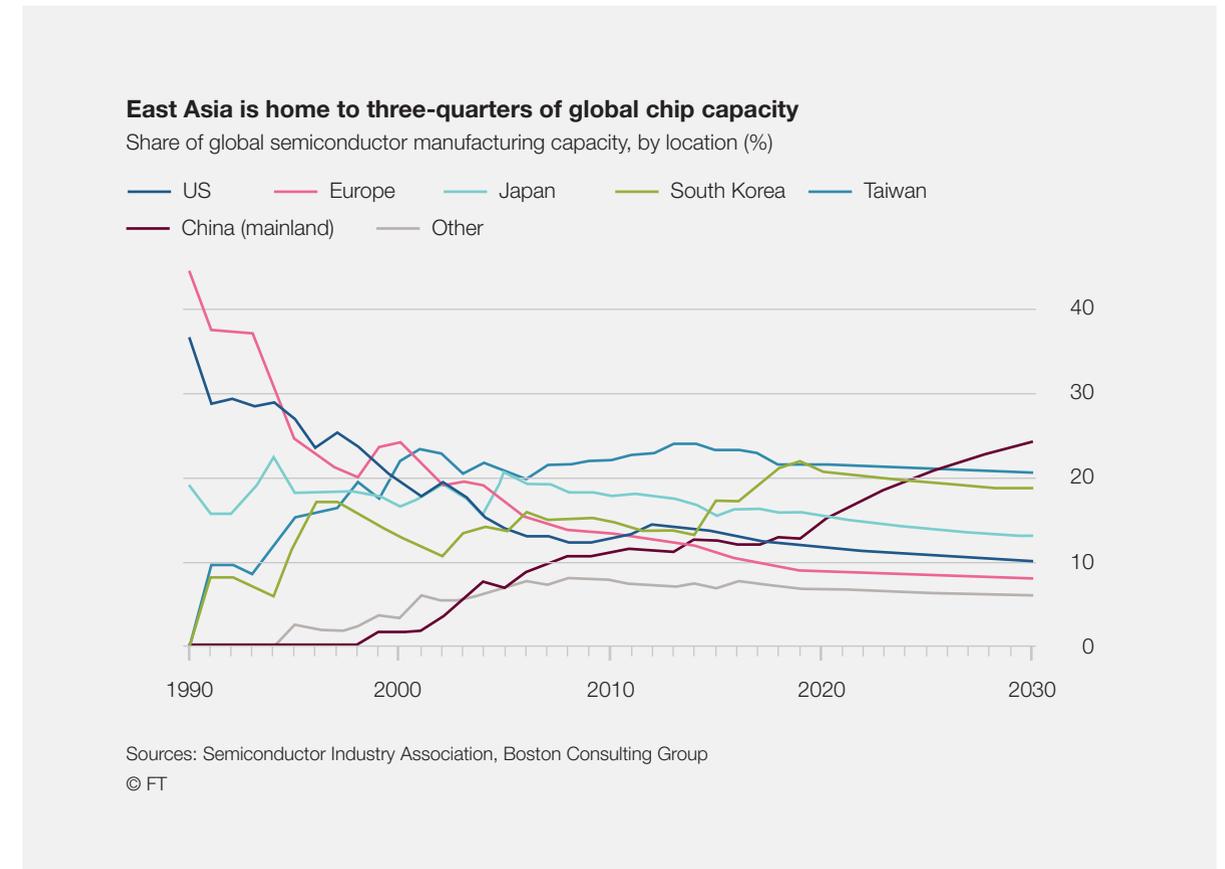
a Regulation on waste prevention, reuse, recyclability, recycled content and compostable packaging<sup>5</sup>.

With these two measures, Europe is aiming, within the next 17 years, to reduce emissions by 12% and waste by around 37% compared to the values recorded in 2022<sup>6</sup>.

## Challenges and opportunities for the electrical and electronics industry

Semiconductors are materials that have intermediate resistivity between metals and insulators, often composed of metalloids, and used due to their properties inside what are referred to as chips. Their ability to rapidly propagate electrical impulses makes them particularly useful in the construction of circuits found in most electronic devices.

**Owing to the precipitation of the Fourth Industrial Revolution and the rapid spread of smart devices in all environments of people's lives – from home to the workplace – global demand for semiconductors has grown significantly over the last 2 decades**<sup>7</sup>.



<sup>2</sup> IPCC, *Climate Change 2022: Impacts, Adaptation and Vulnerability*, 2022

<sup>3</sup> MIT, *En-Roads*, 2023

<sup>4</sup> Council of the European Union, *Ecodesign regulation: Council adopts position*, 22 May 2023

<sup>5</sup> The European Commission, *Circular Economy Package II - ambitious packaging regulation reducing plastic waste*, 2022

<sup>6</sup> Certifico, *Proposed Packaging and Waste Regulation*, 2023

<sup>7</sup> McKinsey, 2023

East Asia is the largest manufacturer in the world: Taiwan contributes about 20% to global production, and is followed closely by China and South Korea<sup>8</sup>.

In this context, the increasing geopolitical tensions that have affected the East over the last 3 years and the resulting disruptions in supply chains are a determining factor for the evolution of the production sector. Just think: today more than 56% of European imports of critical raw materials – including semiconductor materials – come from China<sup>9</sup>.

So, to mitigate the potential economic impact of this “disruption” of global supply chains, **the European Commission put forward a legislative proposal in 2023 that aims to mobilize more than €43 billion in investment by 2030 to increase the resilience of the European semiconductor and chip industry**<sup>10</sup>. These products are in fact deemed strategic in the European Commission decarbonisation strategy: they play a crucial role in the development of the new “green” technolo-

gies necessary to achieve the European targets for 2030 and 2050. The Critical Raw Materials Act therefore expands the list of critical raw materials and sets targets for the extraction, refinement, and recycling of such resources by 2030, as well as imposing quantitative limits on the volumes that can be imported from a single country.

Nevertheless, political engagement is not the only way to help ensure a safer, more stable market which can withstand any exogenous shocks, such as trade or military conflicts. **Companies can also play a part in preventing the risk of supply chain disruption, by implementing diversification and risk mitigation strategies**, and also by partnering up with strategic suppliers or by planning industrial production with greater precision thanks to new predictive technologies. What’s more, in order better to manage these risks, companies these days can rely on tools such as the UNI EN ISO 9000:2015 standard – Quality Management Systems and the UNI EN ISO 9001:2015 standard – Requirements for a Quality Management System.

## Issues that matter

[GRI 2-29] [GRI 3-1] [GRI 3-2]

In keeping with the guidance provided by GRI standards 2021 – the most widely used non-financial reporting standards in the world – and anticipating the requirements of future European Sustainability Reporting Standards (ESRS), **Vimar has chosen to focus its attention and commitment on the most**

**significant environmental, economic and social issues, i.e. those which have the biggest positive or negative impact - current or potential, generated or incurred - across the entire value chain.**

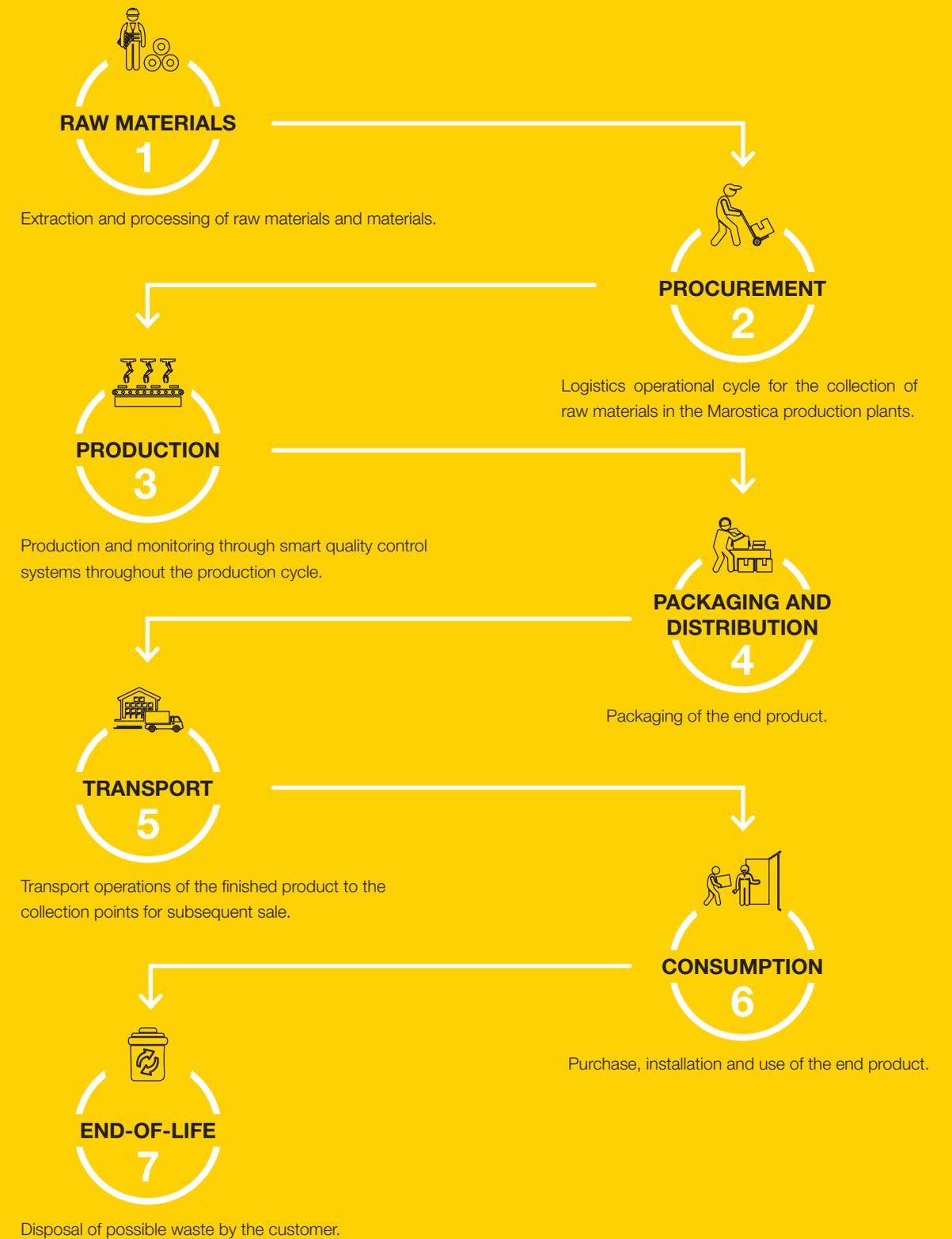
<sup>8</sup> Economic Observatory, *What do China-Taiwan tensions mean for global supply chains?*, 2023

<sup>9</sup> Processing by The European House – Ambrosetti of data from the European Commission and the World Bank, 2023

<sup>10</sup> European Commission, *The European Chips Act*, 2022

## The value chain

With guidance from the Sector Standards of the European Financial Reporting Advisory Group (EFRAG, February 2022 draft), 7 macro-steps of value generation were identified, from procurement to final consumption.



The **materiality analysis** enabled the company to assess its key impacts by liaising with a select group of authoritative stakeholders and with the organisation's front lines.

The materiality analysis comprised 5 phases:

- > **01. Context analysis of the main trends in the sector in which Vimar does business**, at global, national and local level through bibliographic sources and industry articles.
- > **02. Analysis and subsequent mapping of the impacts related to Vimar's sector and business activities** along the entire value chain, in terms of double materiality, i.e. including both the impacts generated and those incurred.
- > **03. Quality assessment of mapped impacts** to measure their significance based on scope, scale, irremediability and likelihood of occurrence, and subsequent prioritisation of the most significant impacts.
- > **04. Sharing and verification by a group of external key opinion leaders** on the basis of their industry and company knowledge.
- > **05. Definition of the materiality threshold** by liaising with the Management front lines and subsequent validation of the results by Management.

Specifically, the evaluations carried out by the Company took into account **4 parameters**:

- > **scale**, to measure the influence generated or incurred by Vimar for each issue - from negligible to business interruption;
- > **scope** of the impact, from municipal to global;
- > **irremediability**, to quantify the difficulty required to neutralise or compensate for the effects of an impact;
- > **likelihood**, the measure of the likelihood of the impact occurring.

For each of the identified parameters, an assessment scale was defined in accordance with the first draft European standards (February 2022). These scales are not meant to have technical or scientific validity, but allow for traceable, homogeneous and integrated assessments of the reflections made.

**The outcome of this assessment was then verified with a select group of external stakeholders.** This dialogue with experts provided an opportunity to gather perspectives and opinions from different points of view, expanding Vimar's own perspective and helping to define strategic priorities for the company. 15 experts were involved in the process, from the main categories of Vimar stakeholders: Universities, Control bodies, Customers, Institutions, Suppliers, Banks and Insurance companies.

## Our key issues

Vimar thus identified **11 material topics on which to focus its efforts and resources**, starting with a wider base of 17 potentially significant topics.

- > **Circular economy, eco-design and sustainable packaging**
- > **Attractiveness and retention ability**
- > **Customer satisfaction**
- > **Energy efficiency and emission reduction**
- > **Positive impact of products**
- > **Product quality and safety**
- > **Protecting employee health and safety**
- > **Sustainability of the supply chain**
- > **Research and Innovation**
- > **Well-being, welfare and employee engagement**
- > **Employment, value and support for the local territory**

SDGs

9 BUSINESS, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# Circular economy, eco-design and sustainable packaging

- > Eco-compatible design
- > Coming full circle in production processes
- > Zero-impact packaging

94%

the **portion of waste** directed to reclaiming and recycling

100%

packaging **solutions** designed to be recyclable



PEP **ecopassport**® to measure the environmental impact of all major product categories

[GRI 3-3] [GRI 306-1] [GRI 306-2] [GRI 306-5]

With measures such as the Ecodesign for Sustainable Products Regulation (ESPR) and Extended Producer Responsibility (EPR), **the European Commission aims to ensure that all products placed on the European market are environmentally-friendly, durable, repairable from their design**

## Eco-compatible design

With the upcoming entry into force of the new European measures, in order to be sold, products will need to be accompanied by a Digital Product Passport (DPP) certifying their environmental, recyclability and durability properties. Some European countries have chosen to anticipate this goal by introducing purpose-designed laws. This is the case, for example, in France, where the Loi Anti-Gaspillage pour une Économie Circulaire (AGEC) has since 2021 required specific categories of manufacturers, importers and distributors of consumer products to disclose information and the environmental characteristics of the products sold.

**Vimar decided to begin compliance with future regulatory requirements by voluntarily joining the PEP Ecopassport® Program (PEP) and subjecting all major series and other significant product families to a scientifically reliable measurement of their environmental impacts.** Obtaining the PEP ecopassport® is the result of thorough life cycle anal-

**and can thus help minimise waste.** In complex sectors such as those in which Vimar operates, the delicacy of the components requires careful management at all stages of the life cycle – from design to packaging.

yses (Life Cycle Assessment or LCA) carried out by Vimar in partnership with the University of Padua to quantify the potential environmental impacts from the procurement of raw materials, via the production processes, distribution and use of the product until the end of its life.

Vimar products are designed to facilitate the reuse, dismantling and reclaiming of their components and materials at end-of-life in accordance with the WEEE (Waste Electrical and Electronic Equipment) Directive.

In 2023, the LCA project is also expected to be extended to new products, both for the domestic and foreign markets. Given the strategic nature of the process, the company is obtaining the necessary skills and tools to internalise the LCA development processes, in order to ensure that the environmental impact of its products is assessed and communicated more promptly.

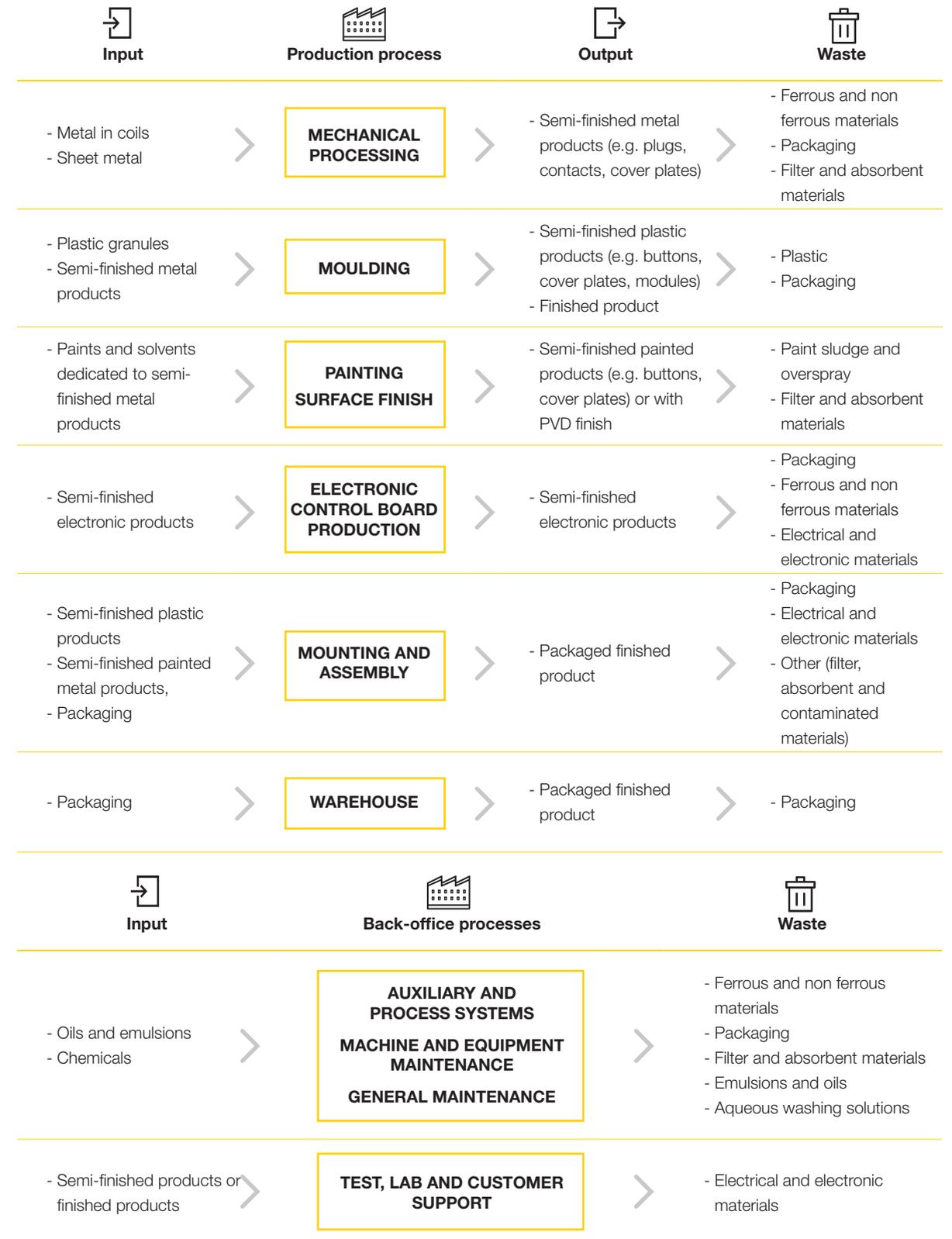
## Coming full circle in production processes

[GRI 301-1] [GRI 301-2] [GRI 306-3] [GRI 306-4]

**Vimar has a UNI EN ISO 14001:2015 certified Environmental Management System** which entrusts the Environment and Safety Department with the coordination of all activities related to environmental protection.

**The company has designed its production processes in a circular way,** in other words with the aim of minimising the consumption of raw materials and of promoting internal reclaiming through the use of recycled materials. In doing so, Vimar has taken a bespoke approach – studying in detail the machining, processes and flows of raw materials that characterise the various production plants.

Figure 1. Internal raw material flows, production processes and end products broken down by plant



**In 2022, Vimar generated around 1,087 tonnes of waste – a figure that is down 3% compared to 2020 when absolute values are considered, but which hides a 17% production efficiency when compared to the hours worked during the year.** Moreover, despite the fact that the New Logistics Hub was been fully up and running since 2019, the total waste generated has gradually decreased.

Again in 2022, **94% of waste produced was directed to reclaiming and recycling**, thanks to a scrupulous internal

process of analysis and classification of waste products, to projects aimed at reducing and reclaiming materials, training and involving staff and to the choice of suppliers who guarantee the recycling and valuing of all material made available.

The waste produced by Vimar is predominantly non-hazardous (81%) while a residual portion falls within the hazardous waste category and must therefore be managed with appropriate reclaiming processes. **The main category of waste is ferrous waste, followed by packaging and oil emulsions.**

GRI 306-3 | Waste generated (tonnes)

Waste composition	2022			2021			2020		
	T	R	D	T	R	D	T	R	D
Ferrous and non ferrous materials	363	363	-	386	386	-	461	461	-
Packaging	328	328	-	352	352	-	389	390	-
Oils and oil emulsions	171	171	-	150	150	-	96	96	-
Paint sludge and overspray	59	25	34	67	-	67	44	-	44
Electrical and electronic equipment	59	59	-	35	35	-	46	46	-
Plastic material	47	47	-	57	57	-	31	31	-
Aqueous solutions	32	-	32	39	-	39	19	-	19
Green maintenance	19	19	-	14	14	-	26	26	-
Filter, absorbent and contaminated materials	9	9	~0	9	5	4	6	3	3
Other	1	1	-	7	7	~0	5	4	~0
<b>Grand total</b>	<b>1,088</b>	<b>1,022</b>	<b>66</b>	<b>1,116</b>	<b>1,006</b>	<b>110</b>	<b>1,123</b>	<b>1,057</b>	<b>66</b>
<b>% of annual tot</b>	<b>100%</b>	<b>94%</b>	<b>6%</b>	<b>100%</b>	<b>90%</b>	<b>10%</b>	<b>100%</b>	<b>94%</b>	<b>6%</b>



T = Total R = Reclaiming D = Disposal

GRI 306-4 | Waste diverted from disposal (tonnes)

	2022	2021	2020
	To an external site	To an external site	To an external site
<b>Non hazardous waste</b>	<b>831</b>	<b>847</b>	<b>953</b>
Preparation for re-use (regeneration/reclaiming)	-	-	-
Recycling	708	723	843
Other reclaiming operations	123	124	110
<b>Hazardous waste</b>	<b>191</b>	<b>159</b>	<b>104</b>
Preparation for re-use (regeneration/reclaiming)	171	150	96
Recycling	14	1	-
Other reclaiming operations	6	8	8
<b>Total</b>	<b>1,022</b>	<b>1,006</b>	<b>1,057</b>

GRI 306-5 | Waste directed to disposal (tonnes)

	2022	2021	2020
	To an external site	To an external site	To an external site
<b>Non hazardous waste</b>	<b>55</b>	<b>87</b>	<b>47</b>
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	13	-	~0
Sent to landfill	-	34	12
Other	42	53	35
<b>Hazardous waste</b>	<b>11</b>	<b>23</b>	<b>19</b>
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	5	20	16
Sent to landfill	-	-	-
Other	6	3	3
<b>Total</b>	<b>66</b>	<b>110</b>	<b>66</b>

In addition, 22% of the materials used by Vimar are recycled, while 18% of the materials used in the production and packaging of products are renewable materials.

GRI 301-2: Recycled input materials<sup>11</sup>

	2022	2021	2020
	Tonnes	Tonnes	Tonnes
Total recycled materials used	1,166	1,132	887
Total materials used	5,202	5,061	3,755
<b>% recycled materials used</b>	<b>22%</b>	<b>22%</b>	<b>24%</b>

GRI 301-1: Materials used by weight<sup>12</sup>

	2022		2021		2020	
	Tonnes	%	Tonnes	%	Tonnes	%
Renewable materials	940	18%	872	15%	656	17%
Non-renewable materials	4,262	82%	5,061	85%	3,099	83%
<b>Total weight of materials used</b>	<b>5,202</b>	<b>100%</b>	<b>5,933</b>	<b>100%</b>	<b>3,755</b>	<b>100%</b>

<sup>11</sup> The calculation was made by including materials belonging to 4 macro-categories: plastic granules, paints, metals and packaging.

<sup>12</sup> Ibidem

**FOCUS ON**

**Reclaiming plastic from moulding**

**Vimar adopts virtuous practices to maximise internal material reclaiming. One example is the moulding process, which today can reclaim about 65 tonnes of waste material that is reprocessed and extruded and then reintroduced into the production cycle.**

In the injection-moulding process, the waste consists mostly of the swarf generated by the mould, due to the solidification of the plastics inside the supply ducts. The constant optimisation of the mould design has led to a gradual reduction in its incidence, now averaging around 6% of the weight of the parts produced. **It is subsequently reclaimed through collection and storage that varies according to the type of polymer and colour**, as mixing different polymers together would make their use impossible, forcing the company to dispose of them as waste.

A thorough selection process, on the other hand, allows these materials to be transformed back into granules which can be mixed with the virgin raw material, resulting in a polymer with characteristics almost equivalent to newly purchased polymer. The recent construction of a new reclaiming system will allow for a further increase in the amount of plastics reintroduced into the production cycle in the future.

Like plastic, metal materials are managed to maximise the reclaiming of the processing swarf that is sent to the foundries for reclaiming.

FOCUS ON

## APA - an integrated model for reclaiming materials

[GRI 306-2]

Since 2012, Vimar's Environmental Project Area (Italian acronym APA) has been receiving material rejected from production which has not passed strict quality tests and is responsible for sorting and, where possible, reclaiming or reintroducing it into the production cycle, separating it according to reclaimability criteria. APA specifically manages production materials from which plastics and semi-finished products can be reclaimed, as well as electrical, electronic and metal components.

**In total, in 2022, APA handled over 37 tonnes of material – about 74% more than in 2020, mostly electronic material.**

**100% of the material handled by APA is recycled.** Approximately 40% of the selected material is reintroduced into the production cycle while the rest is recycled through external facilities.

## Zero-impact packaging

Vimar has always been keen to embrace market developments and respond to changing needs. This is why, for instance, the brand began to study and develop **PVC-free and plastic-free solutions for product packaging**. These solutions, combined with the constant focus on reducing dedicated packaging volumes during the design phase, help to minimise materials used and reduce packaging weight, optimise transport, eradicate plastic in favour of paper and increase the use of mono-material packaging – which Vimar installers can easily recognise.

**Today, 100% of Vimar packaging is fully recyclable. All the graphics are printed with water-based ink and make exclusive use of eco-sustainable glues.**

Vimar's commitment to designing ever lighter and easier-to-recycle packaging has been rewarded on the market for years.

Awards obtained by Vimar's innovative packaging solutions

Year	Product	Award
2015	Multiple socket outlet 6P17/11 + S17 white	CONAI tender: Packaging ecodesign
2016	Multiple socket outlet 6P17/11 + S17 white	Italian Packaging Institute: Best Packaging
2017	GSM Timer-thermostat 120-230 V	CONAI tender: Packaging ecodesign
2018	7509 Tab surface mounting entryphone	CONAI tender: Packaging ecodesign
2019	4-button Home automation syst.control 2M	CONAI tender: Packaging ecodesign
2019	4-button Home automation syst.control 2M	Italian Packaging Institute: Best Packaging
2020	01422 Home automation system IP 7in PoE touch screen black	Italian Packaging Institute: Best Packaging
2021	4.3in Tab+ one-family video door entry kit 41005	CONAI tender: Packaging ecodesign



The company has, for instance, won **CONAI's packaging ecodesign award for no less than 5 editions over the last**

**7 years, thanks to its packaging solutions for electronic, electrical and video door entry products.**

FOCUS ON

## Linea – a series impeccably designed down to the smallest detail

Linea is Vimar’s latest new entry. Launched in 2022, with the motto “Unique Line”, it represents the epitome of the brand’s ability to combine design, technology, functionality and sustainability – not only in products, but also in packaging.

Linea is synonymous with perfect flatness: the buttons are large and the finishes pleasant to the touch, with super silent operation; the neutral colours allow the products better to adapt to any style, creating welcoming and enjoyable atmospheres at all times.

It’s not just the aesthetic and functional features that make Linea a one-of-a-kind series. **Linea is:**

- **designed by applying the principles of ecodesign**, which include the search for materials with the lowest possible environmental footprint, the reduction of packaging volumes and the elimination of production processes with a high environmental impact;
- **features eco-friendly paint** and low-impact finish on zinc-titanium metal cover plates;
- **comes in an innovative eco-pack**, which is lighter and made with fully recyclable FSC certified paper, printed with water-based ink and makes exclusive use of eco-sustainable glues, also in the patented multipack version.



### Our commitment to the future

### Our contribution to the SDGs

**Constantly reduce the waste generated**, intervening in production processes and all operations to develop innovative solutions or new projects that allow the value of secondary raw materials to be elevated internally.



**Gradually increase the portion of waste directed to reclaiming** by putting in place solutions for internal recycling or collaborations to activate external lines such as delivery to specialised operators.



**Support the study and research of solutions to increase the use of secondary raw materials** originating from recycling chains, in both product development and packaging.



SDGs



# Energy efficiency and emission reduction

> Green energy

**>1.7 GWh**

energy produced by photovoltaic systems

**>17%**

elevated energy consumption efficiency over the last 3 years

**-1,115 tCO<sub>2</sub>**

emissions avoided over the last three years

[GRI 3-3]

**With the Green Deal, Europe has applied to become a global leader in the sustainable transition.** Transparency of companies regarding their environmental performance towards customers and investors will be key to accelerating change: it will be up to finance and markets to direct economic resources to support more sustainable activities, for example, from the point of view of the energy efficiency of industrial processes or emissions produced.

**Any inefficiencies will result in higher production costs and may jeopardise a company's attractiveness on the market.**

We need only think that, even today, dependence on non-renewable energy sources affects the autonomy of an organisation and impacts operating costs in the event of price fluctuations. For this reason, Vimar considers renewable procurement, energy efficiency – both in terms of corporate consumption and in the development of products useful for reducing energy consumption – and emissions reduction as essential pillars to enhance corporate competitiveness, contain operating costs and ensure greater environmental sustainability.

## Green energy

[GRI 302-1] [GRI 302-3] [GRI 302-4] [GRI 305-1] [GRI 305-2] [GRI 305-5]

**In 2022, Vimar consumed 81,700 GJ of energy, 6% of which were self-produced from renewable sources.** The biggest consumption levels was recorded in the Viale Vicenza plant, both in terms of electricity (31,000 GJ, totalling 57% of the total) and methane gas (6,700 GJ, totalling 43% of the total).

This plant in fact houses the plastic moulding process which counts more than 70 electrical and hydraulic presses.

GRI 302-1 | Energy consumption within the organisation (GJ)  
GRI 302-3 | Energy intensity (MJ/tonne per hours of work)

	2022		2021		2020	
	GJ	MJ/h worked	GJ	MJ/h worked	GJ	MJ/h worked
<b>Direct energy consumption</b>	<b>27,880</b>	<b>15</b>	<b>30,168</b>	<b>17</b>	<b>30,361</b>	<b>19</b>
of which Diesel consumption	8,052	4	11,018	6	12,458	8
of which LPG consumption	-	-	-	-	-	-
of which Petrol consumption	6,335	4	3,791	2	1,178	1
of which Natural Gas consumption	13,493	7	15,359	9	16,725	10
<b>Indirect electrical energy consumption</b>	<b>53,820</b>	<b>29</b>	<b>53,775</b>	<b>30</b>	<b>45,350</b>	<b>29</b>
of which energy from renewable sources	5,456	3	5,469	3	1,973	1
of which energy from non-renewable sources drawn from the mains	48,364	26	48,306	27	43,377	28
<b>Total energy sold<sup>13</sup></b>	<b>900</b>	<b>~0</b>	<b>811</b>	<b>~0</b>	<b>544</b>	<b>~0</b>
<b>Total energy consumed</b>	<b>81,700</b>	<b>44</b>	<b>83,943</b>	<b>47</b>	<b>58,608</b>	<b>48</b>

With the aim of maximising its energy independence, Vimar has installed systems for the independent production of renewable electricity and heat on site.

**Since 2011, the Viale Vicenza site has been equipped with a photovoltaic system with a power of 623 kWp, composed of 2,710 photovoltaic modules in polycrystalline silicon and 7 generators.** The system generates approximately 700,000 kWh of electricity each year, avoiding the emission of approximately 220 tonnes of CO<sub>2</sub> into the atmosphere. Here, the portion of electricity auto-consumed by manufacturing activities exceeds 85% of the energy produced. The energy obtained from the sun covers 10% of the energy requirements of the entire production plant.

**In 2021, a new photovoltaic system with a power of 730 kWp was started up at the production plant on Corso**

**della Ceramica.** The system comprises 2,440 photovoltaic modules in high-efficiency monocrystalline silicon and produces more than 1 GWh each year – saving approximately 315 tonnes of CO<sub>2</sub> – a volume of energy that covers 26% of the production plant's total needs. **In 2022, work began to expand the existing system. When it is up and running, which is expected to be in 2023, the current capacity will be supplemented by an additional 264 kWp** to allow a further 295,000 kWh to be produced each year and more than 30% of the entire production plant's energy needs to be met.

**Again in 2022, work began on the installation of a photovoltaic system at the Colceresa production plant too, for a power of approximately 118 kWp.** The system will comprise 240 modules, producing 120,000 kWh each year. Thanks to the new system, 12% of the entire production plant's energy needs will be covered by photovoltaic energy.



13

The total energy sold originates from renewable sources

**FOCUS ON**

**Energy from the earth**

**An open-loop geothermal system for air conditioning has been installed in the New Logistics Hub on Corso della Ceramica.**

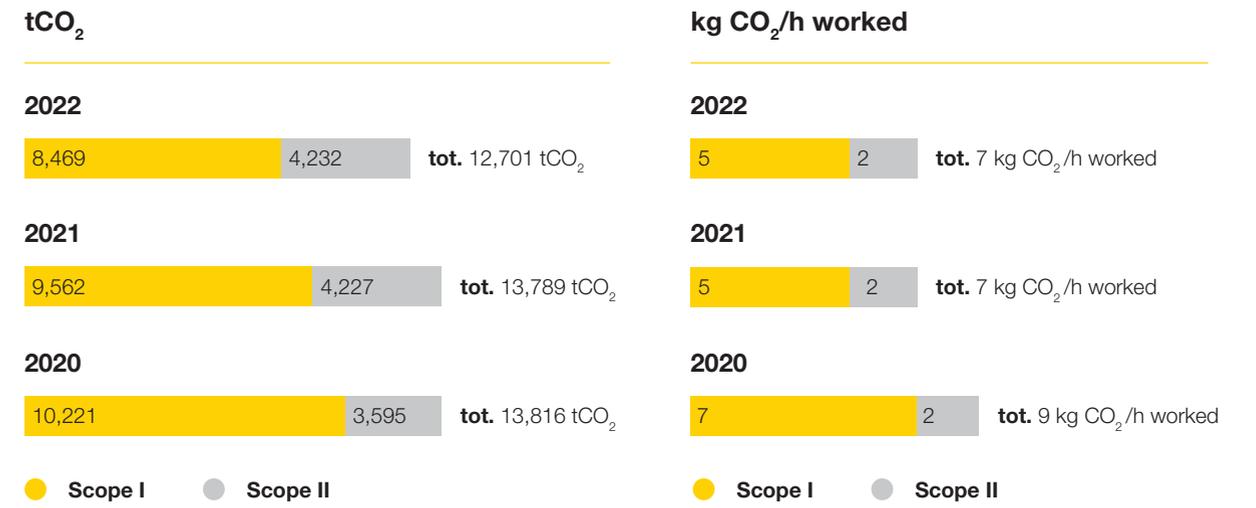
Today, geothermal energy constitutes one of the most efficient renewable energy sources with the smallest environmental impact among those available. The thermal energy in the soil is in fact inexhaustible and constant throughout the year.

Water is drawn from 2 drawing wells and conveyed to a heat exchanger which transfers the thermal energy to two heat pumps capable of generating hot or cold water depending on the seasonal request. The water drawn is then returned to the groundwater via two return wells without any contamination or alteration, with only a slight change in temperature.

**The geothermal system saves 400,000 kWh of energy each year compared to a traditional system – the equivalent of the average needs of 150 Italian households<sup>14</sup>.**

**The direct (scope 1) and indirect (scope 2) emissions of Vimar total 12,701 tonnes of CO<sub>2</sub>, down 8% compared to 2020 in absolute value and 22% compared to the number of hours worked.**

GRI 305-1 | Direct GHG (greenhouse gas) emissions - Scope I  
GRI 305-2 | Indirect GHG (greenhouse gas) emissions - Scope II



	2022		2021		2020	
	tCO <sub>2</sub>	kg CO <sub>2</sub> /h worked	tCO <sub>2</sub>	kg CO <sub>2</sub> /h worked	tCO <sub>2</sub>	kg CO <sub>2</sub> /h worked
<b>Total direct emissions (scope 1)</b>	<b>8,469</b>	<b>5</b>	<b>9,562</b>	<b>5</b>	<b>10,221</b>	<b>7</b>
Direct emissions from combustion in stationary sources (diesel)	3	~0	2	~0	1	~0
Direct emissions from combustion in stationary sources (methane)	7,432	4	8,460	5	9,218	6
Direct emissions from company fleet (diesel)	572	~0	786	~0	881	1
Direct emissions from company fleet (petrol)	458	~0	274	~0	84	~0
Fugitive emissions	4	~0	40	~0	37	~0
<b>Indirect emissions resulting from energy consumption (location based)</b>	<b>4,232</b>	<b>2</b>	<b>4,227</b>	<b>2</b>	<b>3,595</b>	<b>2</b>
Indirect emissions resulting from energy consumption (market based)	6,134	3	6,126	3	5,234	3
<b>Total emissions (scope 1 and scope 2)</b>	<b>12,701</b>	<b>7</b>	<b>13,789</b>	<b>7</b>	<b>13,816</b>	<b>9</b>

<sup>14</sup> The calculation was made taking into account the data provided by ISTAT regarding the average energy consumption of Italian households, which is around 2,700 kWh per year

These performances are the result, on the one hand, of the focus on photovoltaic self-production and, on the other, of the choice to rely on geothermal energy.

In addition to green production, **Vimar's efficiency measures over the last three years have resulted in cumulative savings of around 13,100 GJ of energy and 1,089 tonnes of CO<sub>2</sub> compared to the pre-Covid period (-30% compared to 2018).**

GRI 302-4 | Reduction of energy consumption<sup>15</sup>

	2022		2021		2020	
	GJ saved	Δ baseline	GJ saved	Δ baseline	GJ saved	Δ baseline
Optimised logistics management	-	-	-	-	1,131	-1.49%
Optimised production	-	-	6,840	-9%	-	-
Photovoltaic system installation	-	-	3,287	-4%	-	-
Optimised geothermal system management	600	-1%	-	-	-	-
Revamping of LED lighting systems	909	-1%	-	-	327	-0
<b>Total</b>	<b>1,509</b>	<b>-2%</b>	<b>10,127</b>	<b>-13%</b>	<b>1,458</b>	<b>-2%</b>

GRI 305-5 | Reduction of GHG (greenhouse gas) emissions<sup>16</sup>

	2022		2021		2020	
	tCO <sub>2</sub>	Δ baseline	tCO <sub>2</sub>	Δ baseline	tCO <sub>2</sub>	Δ baseline
Optimised logistics management	-	-	-	-	99	-2%
Optimised production	-	-	598	-15%	-	-
Photovoltaic system installation	-	-	288	-7%	-	-
Optimised geothermal system management	25	-1%	-	-	-	-
Revamping of LED lighting systems	79	-2%	-	-	28	-1%
<b>Total</b>	<b>104</b>	<b>-3%</b>	<b>886</b>	<b>-22%</b>	<b>127</b>	<b>-3%</b>

<sup>15</sup> 2018 performance (75,770 GJ) was chosen as a reference baseline

<sup>16</sup> 2018 performance (3,962.7 TCO<sub>2</sub>) was chosen as a reference baseline

In addition to the installation of photovoltaic systems, the most important measures include:

- > **The optimisation of logistics management was carried out in 2020** with the transfer of the semi-finished product warehouse from Viale Vicenza to Corso della Ceramica, marking the completion of the Logistics Hub, joining the semi-finished product and finished product warehouses.
- > **The optimisation of production was carried out in 2020** with the transfer of Elvox production from Campodarsego to the new production plant on Corso della Ceramica. The closure of the production plant also made it possible to optimise the production process and the space used.
- > **The revamping of the LED lighting systems was carried out in two phases between 2020 and 2022**, first by increasing the efficiency of part of the moulding department in Viale Vicenza, which allowed an annual saving of 90,000 kWh, and then with the intervention on offices and production in Corso della Ceramica, Viale Vicenza and Colceresa.

> **The optimisation of the geothermal system was carried out in 2022** following an adjustment of the operating parameters made possible by the permits obtained in 2021. This allowed us to boost the efficiency of operation of our wells, activation timers and water-water heat pumps which make up the system.

> **The replacement of hydraulic presses with electrical presses in the moulding department in 2018 and 2020**, which is a fundamental choice in order to optimise energy consumption, since plastic moulding is the most energivorous process in the company.

> **The introduction in the company car fleet of 100 electric and hybrid vehicles**, which in 2022 alone travelled over 3 million km, saving 82 tonnes of CO<sub>2</sub>.

These efforts have not only helped reduce operational costs, but have also had a positive impact on the environment, enabling a more sustainable use of energy resources.

**Our commitment to the future**

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**Promoting projects which focus on energy efficiency and on reducing emissions, while increasing the use of renewable sources.**

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**Our contribution to the SDGs**



7 AFFORDABLE AND CLEAN ENERGY



9 BUSINESS, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 FIGHT AGAINST CLIMATE CHANGE

SDGs



# Sustainability in the supply chain

> Secure and local supply

>1,800

partner companies involved in the supply chain

62%

the share of direct supply expenditure directed to nationwide partners

## Risk mitigation

the approach adopted, from a Risk Analysis-Based perspective

[GRI 3-3]

The electronics sector depends on global supply chains, and raw materials and components are often sourced from developing countries, marked by high internal instability. This puts the industry at risk of unexpected outages. Moreover, the high dependence on foreign suppliers may be associated with high price volatility and the need to resort to logistics solutions that are far from environmentally-friendly.

To address these challenges, the European Union has developed a new Corporate Sustainability Due Diligence Directive (CSDDD), which places makes companies - in the figure of their directors - accountable for identifying, preventing or remedying environmental impacts and human rights violations that may occur throughout the value chain.

## Secure and local supply

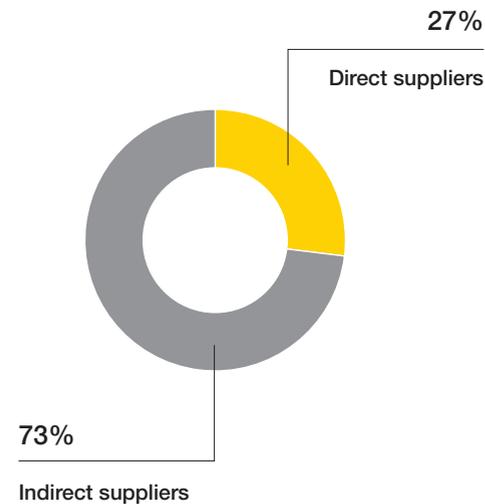
[GRI 204-1]

Vimar has a broad, responsive, diversified and secure supply chain, which today boasts more than 1,800 partner companies. The company has chosen to adopt an approach aimed at minimising operational risks and maintaining the highest quality standards, both in raw materials and in semi-finished products and finished products.

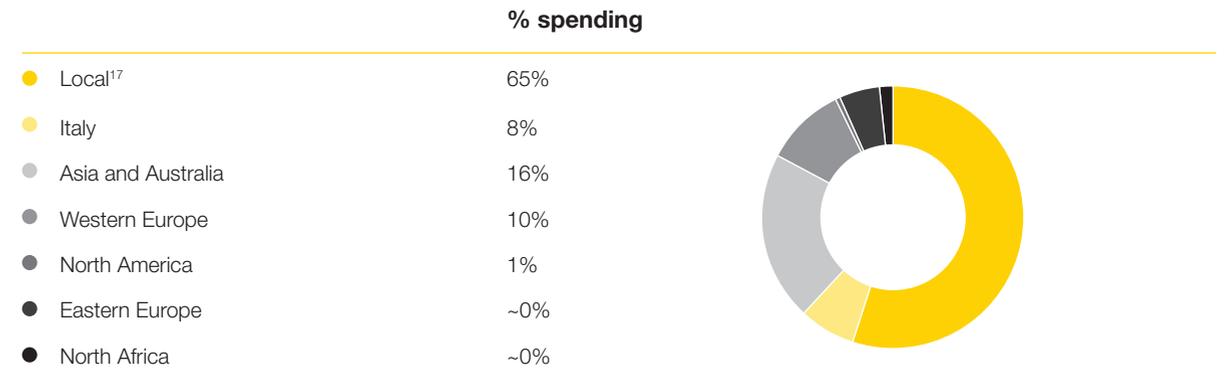
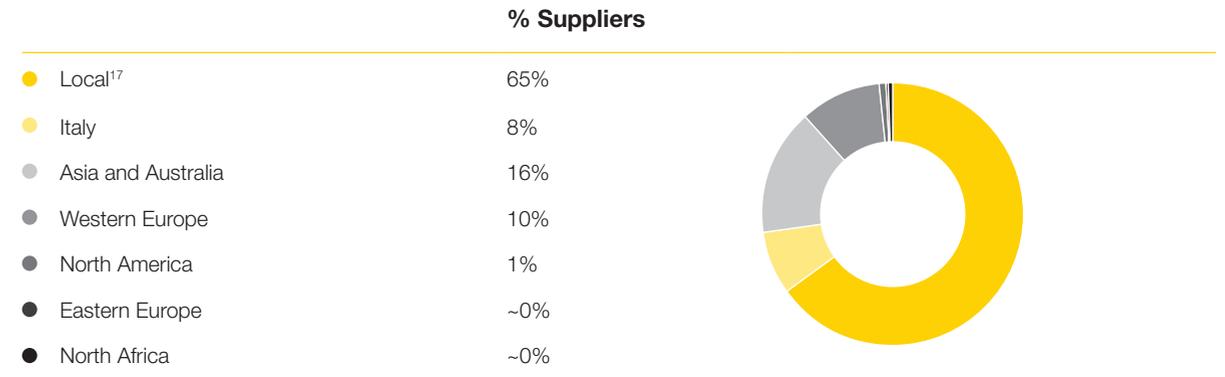
Today, almost 3 out of 4 direct suppliers are located in Italy (62% of total expenditure) and deliver a stable and continuous supply. This not only promotes geographical proximity, minimising the environmental impacts related to moving goods and allowing greater control, while also building long-term value relationships.

Vimar prefers to consolidate long-term relationships with its suppliers and focuses on monitoring incoming goods to ensure the quality of the products and their compliance with the required standards – including by applying for dedicated certifications. Vimar ranks its suppliers according to the products and services they offer:

- > **Direct suppliers account for 27% of the total and offer strategic raw materials for the production process**, such as metals and plastics; in 2022, this category accounted for over 65% of the company's total procurement expenditure (€80 million of over €123 million spent overall).
- > **Indirect suppliers, on the other hand, account for 73% of the total and provide services or materials that are not directly part of the production cycle**, such as consulting, advertising, technical support and transport, as well as goods such as hardware, moulds, vehicles and stationery. Also in light of the actions required due to the construction of the new Logistics and Production Hub, as well as the launch of the new Linea series, expenditure in this category increased compared to the average, reaching about 35% of the total.



204-1 Proportion of spending on local suppliers



Outside the national borders, Asia, and China in particular, is Vimar's most important territory (16% of suppliers

and 21% of spending), as it is a strategic region for the supply of electronic components.

## Procurement quality

[GRI 403-7]

Vimar closely monitors the quality of the products and services offered by its business partners, in order to meet the quality needs of the product, subjecting the incoming material to laboratory tests in specific cases to ensure complete compliance with the requirements of European regulations (Regulation on Registration, Evaluation, Authorization of Chemicals or

REACH and Restriction of Hazardous Substances Directive or RoHS). In addition, the evaluation procedure for direct partners is based on performance and favours the presence of certified management systems in the areas of Quality (ISO 9001), Environment (ISO 14001) and Safety (ISO 45001).

<sup>17</sup> Suppliers whose operational headquarters are located within a radius of approximately 200 km from Marostica are considered as local.

2022 was a challenging year for the electronics and electro-technical sector – first hit by a global shortage of commodities, electronic components, and shipping difficulties, and then hit by a surge in production costs due to rising prices.

**Vimar also faced rising energy and price costs during the year, developing a strategy to minimise negative impacts through 4 key actions:**

- > **using secondary suppliers, or brokers, to source raw materials.** This measure, which was necessary to ensure production continuity, exposed Vimar to a rise in production costs.
- > **re-design of products to minimise dependence on critical raw materials.** Over the course of the year, Vimar invested more than 10,000 hours of work in research and development of alternative solutions, redesigning electronic control boards and handling unplanned validation and start-ups to manufacture products with the same level of quality but with more readily available materials.
- > **optimisation of warehouse inventory.** Also thanks to software simulations applied to warehouse management and production planning, Vimar redefined its production plans based on scenario analysis and simulations that enabled it to ensure production continuity by intervening on stocks.
- > **reduced production downtimes.** Vimar's commitment to ensuring business continuity was reflected in a reduction in hours worked of only -7% compared to the previous year.

As a result of the measures taken, Vimar continued to meet its customers' expectations by delivering consistent production and delivery times of goods.

These results were also achieved thanks to a long-standing approach to preventing and mitigating the risk of outages along the supply chain, based on a "Risk Analysis-Based" logic that correlates the internal and external factors which the company is exposed to. **Vimar in fact makes use of a model for assessing the ability of suppliers to continue to deliver the required products or services – that is, their 'adequacy'.**

The model is based on 4 parameters:

- > **Supply**, which measures the procurement concentration of individual articles on one or more suppliers – a key parameter, especially for technologically advanced products or what are referred to as critical raw materials.
- > **Substitution**, which quantifies how easily a supplier can be substituted or supported by a second source of supply in the event of need. The parameter is a measure of the distinctiveness of technical specifications and expertise offered by the current supplier.
- > **Country Risk**, which assesses opportunities and external threats related to different geographical areas according to the four-pronged PEST approach (Political, Economic, Social, and Technological). This parameter in particular measures the stability and continuity of supplies according to the areas of origin.
- > **Vendor rating**, which gives each direct supplier a score in relation to the logistics and quality performance recorded, as well as whether they are in possession of quality, environmental and safety certifications, issued by Accredited Bodies. The parameter is assessed through a dedicated indicator – the Global Assessment Index.

The application of this model produced several benefits for Vimar, including a reduction in the costs of purchasing, logistics, sales and customer service activities. In addition, it strengthened synergies between warehouses and operational resources, promoting economies of scale and more efficient material stock management.

**Our commitment to the future**

**Our contribution to the SDGs**

**Include environmental and social criteria in supplier evaluation, selection and management systems** in keeping with industry best practices to promote the sharing of sustainability values across the supply chain.



SDGs



# Employment, value and support for the local territory

> In the heart of Marostica, supporting the community

>100

associations and local bodies supported with direct contributions

447

scholarships awarded to children of employees over the three-year period

51%

the share of Senior managers from the Marostica area

[GRI 3-3]

The excellence and attractiveness of a territory depend to a large extent on how lively its social and business fabric is. Initiatives such as partnering up with schools and universities to design purpose-devised training schemes, but also to make

use of local expertise, can contribute to create and consolidate specialist know-how, fostering the establishment of distinctive knowledge hubs.

## In the heart of Marostica, supporting the community

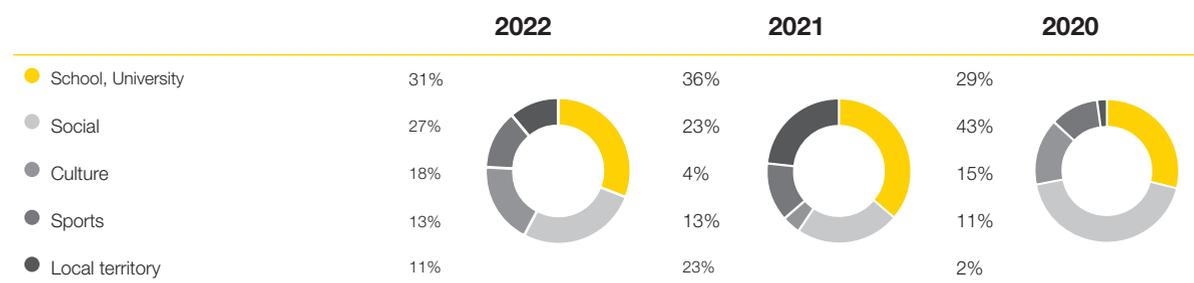
[GRI 202-2]

**Vimar has always been committed to society by implementing all the channels at its disposal. This is evidenced by the annual contributions that the company makes to more than 100 associations and local bodies.**

education, working together with local schools and universities to promote the development of high-level skills and know-how. A further 27% was allocated to support initiatives with a high social impact, while the remaining share went in support of cultural and sports initiatives or concerns which matter to Marostica's territorial identity.

During the year, Vimar directed 31% of its interventions towards

Contributions to the local territory by category of intervention



Scholarships awarded

	2022	2021	2020
Middle school	6	9	9
Secondary school	73	97	102
University	50	52	49
<b>Total</b>	<b>129</b>	<b>158</b>	<b>160</b>

FOCUS ON

## Future-proof skills

**Vimar promotes projects with schools and universities to contribute to the development of the skills of today and tomorrow** for the benefit of people and the community. In particular, the company takes part in events and career days organised by the Universities of Padua, Vicenza, Venice, Verona, Milan and Trento, works closely with Technical Higher Education Establishments (Italian acronym ITS), Secondary schools and business schools to scout the best talent. **Vimar liaises directly with schools by collaborating in the Work-related skills and guidance workshops (Italian acronym PCTO)**, and the possibility of setting up training placement periods or internships for the preparation of degree dissertations and doctoral theses.

To promote the professional development of the most deserving youths, **Vimar awards scholarships each year** for the children of its employees who attend secondary schools and higher education establishment or a university faculty. **In 2022, 129 scholarships** were awarded, worth up to €900 for university students.

FOCUS ON

The value of tradition

Vimar supports the promotion of the local territory, enhancing, preserving and exporting its historical and cultural heritage all over the world. **The company supports the historic game of chess, the occasion that has made the city of Marostica and its traditions famous all over the world, during which chess “comes to life” in the main square of the city** re-enacting the passionate love story of the daughter of the lord of Marostica castle, Lionora, and two young men, Rinaldo d’Angarano and Vieri da Vallonara, both competing for her hand in marriage. Moreover, the company supports the Circolo Scacchistico Chess Club, an amateur and cultural sports association set up with the aim of cultivating the passion for chess.

This is another way in which Vimar contributes to the cultural development of the territory that has played host to its headquarters and its production plants for 78 years.



Vimar supports numerous sports and cultural projects (including those at national level) as a means to enrich people's lives and contribute to community development, as well as sports. Some of the most significant initiatives include Vimar paying for membership of all employees at the Lega Italiana per la Lotta contro i Tumori (Italian Cancer Research association), participation in the Le Scarpette delle Formiche non-profit Association and support of the Circolo Vimar Recreativo Anziani (Vimar recreational centre for the elderly) for former employees. The company also supports the CUOA, the Associazione dei Musei

e dei Monumenti di Bassano (Bassano Association of Museums and Monuments) and the Antonio Canova exhibition, as well as supporting the Marostica athletics team and the Win:Win Tournament.

Today, Vimar also contributes to the development of the local territory by enhancing local skills. **More than 51% of senior managers in fact come from or reside near Marostica**, testifying to how the company is at the forefront of creating high-level human capital available to the entire community.

GRI 202-2 | Proportion of senior management hired from the local community

	2022	2021	2020
Total senior managers	85	83	84
Senior managers hired from the local community	43	43	42
<b>Senior managers hired from the local community (%)</b>	<b>51%</b>	<b>52%</b>	<b>50%</b>



SDGs



# Well-being, welfare and employee engagement

> Our people

>98%

employees hired with permanent employment contracts

>400

employees involved in the "Attiva la Mente" (Activate the mind) training scheme over 4 years

## Welfare Champion

the **acknowledgement** received in 2020 from the Italian Prime Minister

[GRI 3-3]

The quality of Vimar's products and services is the result of the professionalism and passion of its employees. People are the driving force behind our company; they are a wealth to be guarded and valued day after day. For this reason, Vi-

mar promotes the well-being of its employees by offering them corporate welfare initiatives and training and professional and personal growth schemes.

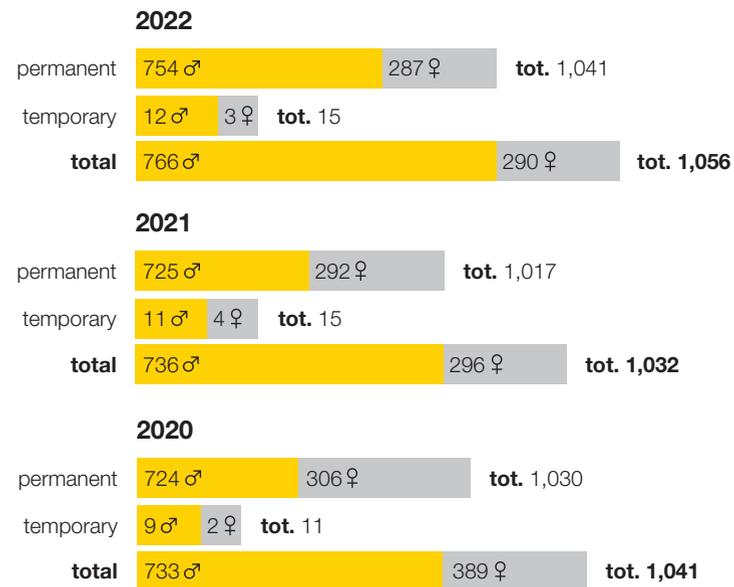
## Our people

[GRI 2-7] [GRI 2-8]

In 2022, Vimar achieved its objectives thanks to the contribution of more than 1,050 employees in Italy, 98.5% of whom have a permanent employment contract.

GRI 2-7 | Employees by gender and by region (number of people)

GRI 2-7 | Employees by contract, gender and region (number of people)



	2022			2021			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees with permanent employment contract	287	754	1,041	292	725	1,017	306	724	1,030
Employees with temporary employment contract	3	12	15	4	11	15	2	9	11
<b>Total</b>	<b>290</b>	<b>766</b>	<b>1,056</b>	<b>296</b>	<b>736</b>	<b>1,032</b>	<b>308</b>	<b>733</b>	<b>1,041</b>
of whom home-based	41	0	41	49	0	49	64	1	65
of whom full-time employees	180	757	937	175	728	903	168	727	895
of whom part-time employees	69	9	78	72	8	80	76	5	81

The well-being of employees and their families has always been a priority for Vimar. In particular, in order to promote a balanced work-life relationship, the company offers a wide range of benefits such as flexible hours, part-time work, parental leave, permits for medical examinations, and the Solidarity Time Bank. Vimar has also introduced a policy to support working from home, with Company Regulations governing its use.

Employee family members also benefit from corporate welfare: supplementary healthcare, insurance coverage, scholarships, special economically favourable arrangements with nurseries and Summer Camp. This is one of the reasons why Vimar was bestowed with the prestigious "Welfare Champion 2020 Company," which rewards the breadth and content of welfare initiatives offered by companies, awarded by the Italian Prime Minister.

In 2018, Vimar also launched the "Attiva la Mente" (Activate the mind) training scheme which over the last 4

years involved the participation of nearly 400 employees in language, IT, graphics, photography, yoga and pilates classes. Sessions are delivered outside working hours and are designed and developed in collaboration with trade unions.

People's sense of belonging, aggregation and involvement are also promoted through numerous events organised throughout the year. Examples include company trips, family day (during which the production plants are open for family visits) and the awards ceremony for scholarships for children of employees who have distinguished themselves academically. Meetings outside working hours are also proposed, to promote occupational health and welfare schemes and provide information on key business activities and projects.

For some years now, People@Vimar – the company's house organ – has been the digital vehicle to keep all employees apprised on major events.

**Our commitment to the future**

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**Strengthen employee involvement initiatives to increase employee engagement and inclusion**, both at the initial onboarding stage and throughout their employment, through specific training projects.

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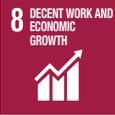
**Promote the study of new corporate welfare measures** to be agreed upon when the supplementary contract is renewed.

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**Our contribution to the SDGs**




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SDGs



# Attractiveness and retention ability

- > Professional development
- > Recruitment of new resources

**>20,000** hours

of **training attended** by Vimar employees during the year

**41%**

the **share of new recruits**, aged under 30, during the year

**25%**

the **recruitment rate among youths who attended** Vimar placements during the year

[GRI 3-3]

**In order to meet the needs of an increasingly competitive labour market, Vimar is engaged in the constant development of people and skills at all levels.** Attracting qualified resources gives us a competitive edge on a rapidly changing market, while retaining employees with high potential promotes business continuity, innovation and development.

In 2022, the search for new professionals focused mainly on highly skilled technical personnel, such as designers, process engineers, maintenance, system operators and toolmakers, but also in the commercial field, in particular on the sales force.

## Professional development

[GRI 404-1] [GRI 404-3]

Vimar promotes continued professional development for its employees, as it is essential for employee growth, both personally and professionally.

**Over the course of 2022, employee-focused training activities exceeded a total of 20,000 hours** – up 2% compared to 2021. In addition to compulsory training, the training areas proposed range from technical-specialist skills linked to the specificity of their role to managerial skills or soft skills.

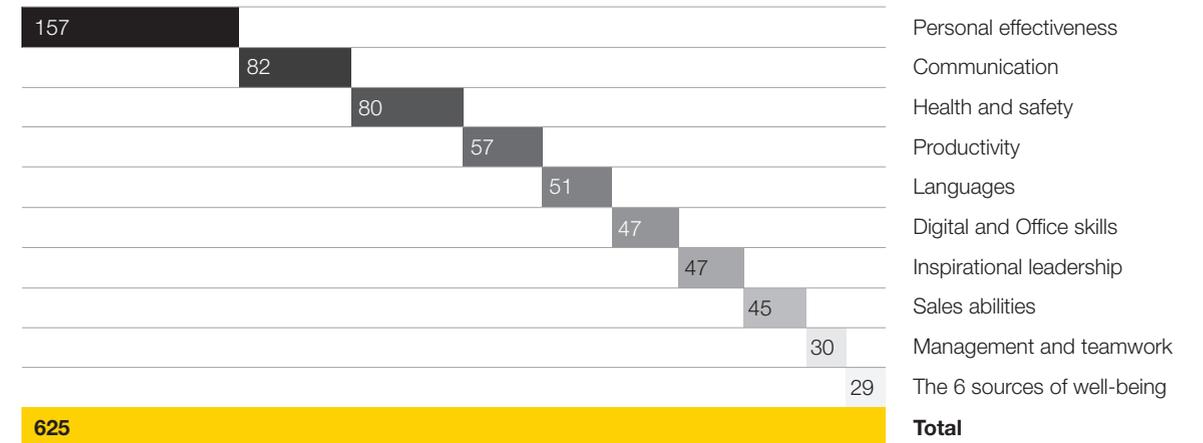
GRI 404-1 | Average hours of training per year per employee

	2022			2021			2020		
	Men	Wom-en	Total	Men	Wom-en	Total	Men	Wom-en	Total
Executives	19	-	19	19	-	19	14	-	14
Top managers	24	6	22	19	10	19	18	27	19
Clerks	21	15	20	22	13	20	21	12	19
Workers	24	8	17	24	10	18	4	1	3
<b>Total</b>	<b>22</b>	<b>11</b>	<b>19</b>	<b>22</b>	<b>11</b>	<b>19</b>	<b>16</b>	<b>6</b>	<b>13</b>

**This result was also achieved thanks to the establishment of Vimar Academy, a digital platform dedicated to the training and self-training of employees.** The platform became available specifically in 2022 and offers 10 macro-cat-

egories of training schemes in e-learning format, available to all employees and accessible and usable from a PC, smartphone or tablet. Over 180 employees registered for the courses offered in one year.

Employee registration by macro-category of courses



In 2022, 100% of executives, 94% of top managers 31% of clerks were rated on their performance.

GRI 404-3 | Percentage of employees receiving regular performance and career development reviews

	2022	2021	2020
Executives	100%	100%	100%
Top managers	94%	94%	92%
Clerks	31%	33%	33%

## Recruitment of new resources

[GRI 401-1]

**The recruitment of people to fill vacancies is carried out through a thorough recruitment process,** which is not only structured through traditional external channels, but also

through a “job posting” process that allows employees to apply and therefore promotes internal mobility and professional growth.

GRI 404-1 | New hires and employee turnover

	2022			2021			2020		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
<b>a. Hires</b>									
< 30 years old	6	28	<b>34</b>	8	14	<b>22</b>	2	10	<b>12</b>
30 - 50 years old	8	31	<b>39</b>	5	32	<b>37</b>	7	24	<b>31</b>
> 50 years old	3	6	<b>10</b>	0	4	<b>4</b>	2	3	<b>5</b>
<b>Total hires</b>	<b>17</b>	<b>65</b>	<b>82</b>	<b>13</b>	<b>50</b>	<b>63</b>	<b>11</b>	<b>37</b>	<b>63</b>
<b>Recruitment rate</b>	<b>8%</b>			<b>6%</b>			<b>5%</b>		
<b>b. Terminations</b>									
< 30 years old	1	4	<b>5</b>	0	4	<b>4</b>	0	5	<b>5</b>
30 - 50 years old	3	18	<b>21</b>	3	24	<b>27</b>	2	16	<b>18</b>
> 50 years old	17	17	<b>34</b>	22	14	<b>36</b>	16	25	<b>41</b>
<b>Total terminations</b>	<b>21</b>	<b>39</b>	<b>60</b>	<b>25</b>	<b>42</b>	<b>67</b>	<b>18</b>	<b>46</b>	<b>64</b>
<b>Termination rate</b>	<b>6%</b>			<b>6%</b>			<b>6%</b>		

In 2022, Vimar hired 82 new recruits, 41% of whom were under 30.

The recruitment of new talents is also fostered by the partnership the company has been nurturing for years with local schools (technical higher education establishments and secondary schools) and universities. This partnership consists of

placement periods and internships for students to write their degree dissertations and doctorate theses.

Thanks to these partnerships, 27 placement periods and internships were launched during the year, leading to 25% of participants being recruited.

Placement periods and internships leading to new hires

	2022	2021	2020
Placement periods/internships activated	27	23	18
Who were then recruited	7	5	3

**Our commitment to the future**

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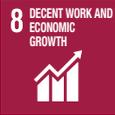
**Promote an “Employer Branding” initiative, aimed at enhancing the company’s attractiveness**, in terms of both Employer Brand Identity and Employee Value Proposition, also through the development of personalised communication strategies.

**Our contribution to the SDGs**

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3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



# Protecting employee health and safety

- > Risk prevention and management
- > The culture of safety

**100%**

of employees covered by an ISO 45001 certified management system

**0**

cases of **occupational ill health** recorded in the three-year period

**58%**

the **share of training hours** dedicated to health and safety

[GRI 3-3]

Vimar puts people’s health and safety first. **The company makes use of a management system that covers 100% of employees, coordinated by a dedicated department and is ISO 45001:2018 certified.** What’s more, the adoption of an Organisation, Management and Control Model pursuant to the provisions of Italian Leg. Decree 231/2001 and the presence of a Supervisory Body (SB) enables the company to comply and line up with best practices, thus remaining at the cutting edge of risk management.

The Vimar approach also affects service and maintenance providers who access the company premises in order to verify compliance with the requirements laid down by the current legislation and the company regulations. Vimar also requires all suppliers to meet requirements such as:

- **Verification of technical and professional competence**, through a preliminary verification of the suitability of suppliers, calibration of instruments and the suitability of personal protective equipment (PPE);

- **Social checks**, which include for example the correct application of the National Collective Bargaining Agreement (Italian acronym CCNL), the regular payment of staff salaries and mandatory training;
- **Monitoring of interference risks;**
- **Records of employee master data and qualifying training;**
- **Coordination report**, which sets out in detail the methods of collaboration between the contracting company and the supplier.

## Risk prevention and management

[GRI 403-2] [GRI 403-3] [GRI 403-8] [GRI 403-9] [GRI 403-10]

**Vimar carefully assesses the risks that may occur within the company and acknowledges the need to keep this assessment constantly updated to reflect the evolution of processes, changes and new activities implemented.**

This helps the company identify and mitigate potential health and safety risks for employees in a timely manner.

A key aspect of risk management is prevention. For this reason, with the support of dedicated software, Vimar analyses and manages risks, producing a Risk Assessment Document (Italian acronym DVR) that complies with legal requirements and is updated at least every six months.

Over the years, Vimar has put in place a comprehensive system for collecting reports, information about potential hazards and risks present in the work activities, or suggestions for improvement. This includes the use of special “yellow mailboxes”, the sending of e-mails, the drafting of reports by those in charge via the Safety Manager and the reports from the Worker Safety Representatives (Italian acronym RLS). All reports are recorded

by the Prevention and Protection Service (Italian acronym SPP), which then carries out the appropriate checks or improvement activities.

**Last but not least, monitoring health plays a fundamental role and is entrusted to the company doctor, who actively collaborates with the SPP**, carrying out periodic inspections in the workplace and visiting workers according to the health protocol. Through preventive and periodic medical examinations, the doctor assesses whether workers are fit to perform the specific duties. In addition, the occupational doctor contributes to the constant updating of the DVR and participates in the activities of informing workers about the risks present in the company.

This approach has led to tangible positive effects. Although starting with a significantly low level of injuries, it is constantly decreasing over time. What’s more, no cases of work-related ill health have ever been recorded.

GRI 403-9 | Accidents at work

	2022	2021	2020
<b>a. Employees</b>			
Number of recordable accidents (including accidents on the way to or from work)	7	12	13
Number of accidents with serious consequences	0	0	0
Total hours worked by employees	1,573,162	1,585,666	1,489,776
Severity Index	0.10	0.16	0.42
Frequency Index	4.24	7.31	8.63
<b>b. Non-employee workers</b>			
Number of recordable accidents (including accidents on the way to or from work)	1	0	1
Number of accidents with serious consequences	0	0	0
Total hours worked by employees	210,845	171,070	111,493
Severity Index	N/A	N/A	N/A
Frequency Index	4.74	0	8.96

GRI 403-10 | Work-related ill health

	2022	2021	2020
<b>a. Employees</b>			
Fatalities as a result of work-related ill health	0	0	0
Recordable cases of work-related ill health	0	0	0
Main types of work-related ill health	0	0	0
<b>b. Non-employee workers</b>			
Fatalities as a result of work-related ill health	0	0	0
Recordable cases of work-related ill health	0	0	0
Main types of work-related ill health	0	0	0

These results were achieved thanks to a combination of technical improvements, study and design, training, supplementary prevention measures, ongoing monitoring and surveillance, as well as through the adoption of ergonomic aids and solutions,

in keeping with the annual improvement plans that Vimar draws up for each relevant production plant or activity.

## The culture of safety

[GRI 403-4] [GRI 403-5]

**Out of more than 24,300 hours of training provided to employees and non-employees in 2022, over 58% were dedicated to the environment and safety issues.** This demonstrates a concrete commitment to providing employees with the training and education necessary to address safety-related challenges in the workplace.

Most of these hours were devoted to training new recruits or those changing job duties (5,657), followed by production upgrades, training provided for in the State-Regions Agreement and refresher activities for first aid and fire prevention, electrical workers and those in charge. **Overall, the hours dedicated to the Environment and Safety training went up by 66% compared to 2021.**

Total hours of training provided

Total hours of training on the Environment and Safety



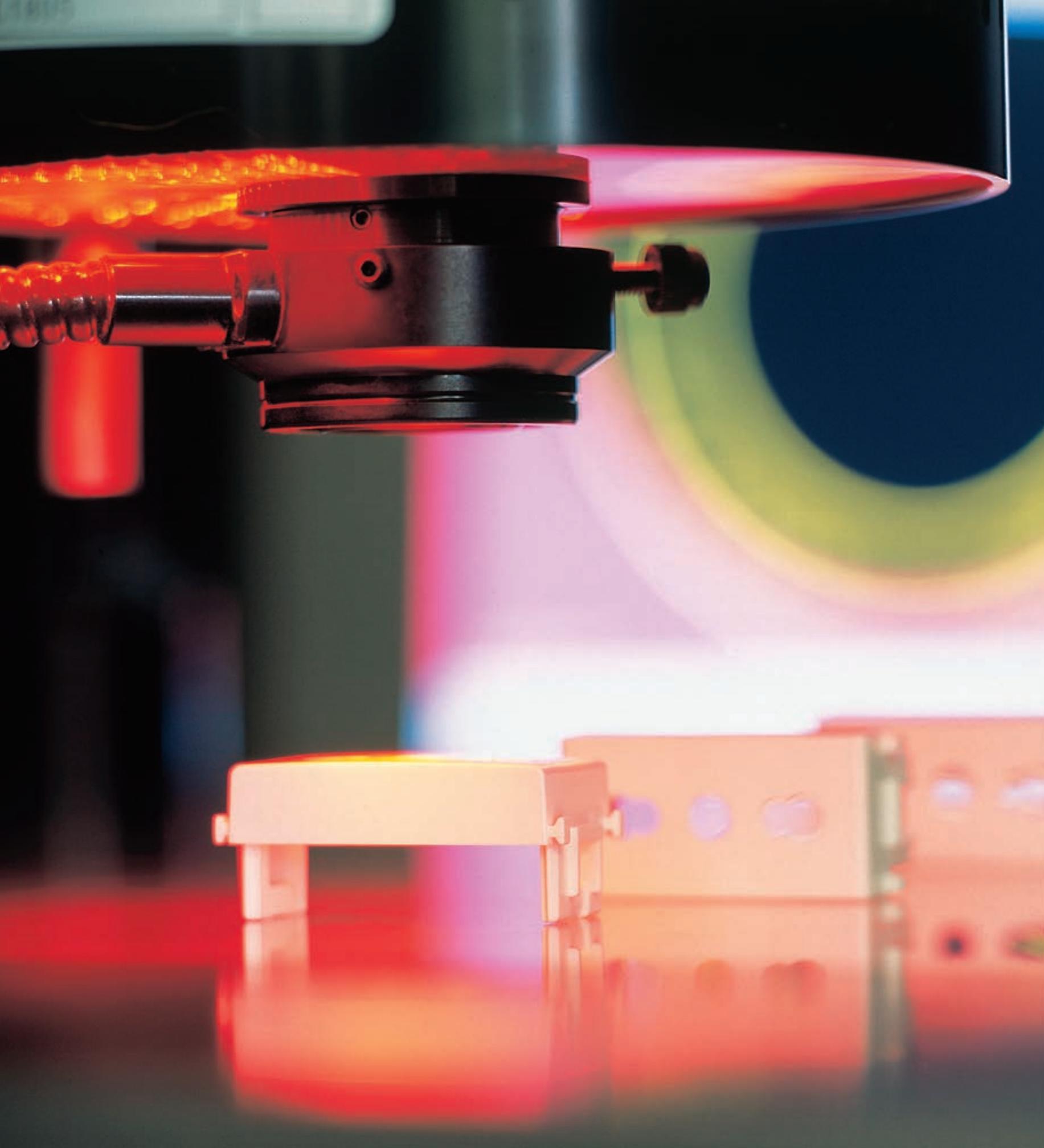
Total hours of training provided



**In this context, employee participation in occupational health and safety management systems is ensured through Worker Safety Representatives (Italian acronym RLS).**

In addition to the annual meeting, as provided for in Article 35, further meetings are planned to discuss new releases of the Risk Assessment Document (DVR), regulatory organisational changes, reporting of serious potential hazards or accidents, and new prevention and protection measures.

**In response to the pandemic crisis, a Covid Committee was also set up** consisting of the RSU (Unitary Trade Union Representative), RLS, Human resources, the appointed doctor and RSPP (Prevention and Protection Service Manager), who met up several times during 2022. In addition, to facilitate communication between the company and staff on issues related to the health emergency, the Infocovid service was created, in operation seven days a week, with the aim of providing guidance on the best practices to be followed if a staff member tested positive or came into contact with a positive person, and clarification of the conduct to have in accordance with the company protocol.



# Research and Innovation

- > Cross-cutting innovation and integrated skills
- > Intangible value

>200

patents registered by Vimar in over 78 years of business

**VIEW**   
IoT smart life

View Wireless, the **solution for a smart home**, which is twice as smart yet which consumes half as much energy

## HoSmartAI

the **partnership** launched to imagine the hospital services of the future

[GRI 3-3]

**With the recent 4.0 Transition Plan, the Italian Government has consolidated its commitment to technological innovation in the industrial system.** Digitisation and automation can in fact make a key contribution to efficiency, productivity, and new product development – especially in sectors such as the electrical and electronic industry, which have become increasingly competitive due to the entry of new players from other countries and sectors.

**Innovation is an integral part of the Vimar product research and development process. Not only does it allow**

**us to imagine new solutions, but also to supplement our solutions with characteristics that are always at the very cutting edge.**

With this in mind, Vimar strives daily to build its know-how in the field of product and industrial process development independently, where appropriate relying on collaborations with specialised partners. This expertise allows Vimar to customise and adapt machinery and lines according to specific product or process needs, exercising direct control over the entire production cycle.

## Cross-cutting innovation and integrated skills

Thanks to its extensive experience gained in the industry, **Vimar is in a position to respond to the needs of a constantly evolving market, offering innovative, technologically advanced products that are both accessible and easy to use.**

The in-house Research and Development facility specialises in the fields of electronics and electromechanics, as well as industrialisation, and is coordinated by the Engineering Department.

The Research & Development Department is responsible for incorporating processing and management software and algorithms into Vimar solutions. **This activity makes use of professionals who specialise in areas such as Artificial Intelligence, the User experience and the User Interface,**

charged with exploring the frontiers of technological trends. The interdisciplinary logic adopted by the team allows new ideas and concepts to be explored in a broader way, pushing the boundaries beyond a merely vertical approach.

In addition, the Department focuses on the design and development of mechanical components and is responsible for the integration of electronic and mechanical parts into Vimar products, as well as for verifying their technical and regulatory suitability. The various R&D teams work closely together to ensure an integrated and synergistic approach to Vimar product development. Thanks to this division of expertise, the company is in a position to address technological and market challenges effectively, ensuring innovative and high-quality products.

## Intangible value

Since 1945, Vimar has harnessed its positive energy to find ever new solutions.

**In more than 78 years of business, the company has registered over 200 patents, 13 of which were filed in 2022 alone, and another 11 between 2020 and 2021.**

### FOCUS ON

## A home that is twice as smart yet which consumes half as much



**View Wireless is one of the leading Internet of Things (IoT) systems that uses Bluetooth MESH® technology for the connected system in a smart home.** This system in fact not only makes the home smart, but it is also quick and easy to deploy because there is no need for masonry. In fact, simply replace certain traditional 1-way switches in the existing system with new connected devices and then power them. The system retains the same styling but is supplemented by innovative digital functions that guarantee greater comfort, energy efficiency and security. Using either the View App or a vocal control, you can control the lighting in the environments, raise or lower roller shutters or motorised curtains, monitor electricity consumption and loads throughout the home or of individual appliances, manage the temperature in the various environments for heating and cooling, and create and manage up to 16 scenarios with the utmost ease.

Working closely with Nordic Semiconductor – Norway's leading provider of wireless communications – Vimar has developed a solution that allows all smart devices used in environments and everyday life to be

connected together with minimal energy consumption. Two technologies have been integrated together: Bluetooth MESH® and Zigbee® 3.0. These are two wireless communication protocols that allow you to create smart interconnection lines between different products, giving them some key characteristics to develop a smart, low-power system.

Bluetooth MESH® in fact allows for the creation of a large-scale network – a ‘mesh’ system that allows the system to be expanded without additional masonry work and in which each device transforms into a signal repeater for the others. Zigbee® 3.0 on the other hand is an energy-efficient radio frequency-based IoT network protocol that turns every device into a network control device.

The View Wireless connected system is available for the Eikon, Linea Arké and Plana wiring series – a testament to Vimar's unwavering commitment to devising high-tech solutions designed to make people's lives easier, while at the same time elevating the value of the property.



Vimar's recipe for innovation is also based on collaboration with the best universities and national research centres to identify, develop and integrate cutting-edge technological solutions into the company's products and production processes.

For years, for instance, **Vimar has been working together with the University of Padua, and more specifically with the Faculty of Electronic Engineering and Industrial Engineering, with whom the brand has launched numerous research projects on innovative methodologies and solutions to be applied in industrial processes.**

The company also works together with major partners, such as healthcare facilities, in order to study innovative applications of its products in non-traditional contexts.

These collaborations expand Vimar's expertise and resources, developing a unique sensitivity to support the design, development, production and sale of solutions.



**FOCUS ON**

**Technology catering to the needs of health**

HoSmartAI is a collaborative project comprising more than 24 partners, including private international institutions, both university and hospital partners, who together have committed to exploring the potential of artificial intelligence and robotics applied to healthcare settings.

The project has an international reach and is part of the EU's Horizon 2020 Framework Programme to imagine the hospital services of the future through Artificial Intelligence.

**In 2021, representing Italian excellence in this international collaboration project, Vimar participated in the consortium as a technological partner, together with the S. Camillo Hospital in Venezia Lido, which specialises in the treatment of neurological diseases.**

The HoSmartAI (Hospital Smart Development based on AI) pilot project was launched in 2021 within the Veneto-based healthcare facility and saw the experimental installation of sensors, control, access and presence detection systems from the View Wireless range within hospital environments to monitor re-education activities and ensure patient safety.

The data collected by Vimar's smart devices – for example, capable of detecting micro-movements such as breathing and thus monitoring patients' vital functions at all times – helped to integrate information related to the management of patients' rehabilitation in order to verify their effectiveness, as well as to contain risks to the same in the absence of staff. The same solutions were then installed in some patients' homes to monitor the patient remotely during their rehabilitation journey too.

These technologies can provide essential support in both hospital and home settings, especially for the most vulnerable people. **Indeed, Vimar sensors can accurately detect the presence, position and movement of people and objects in a room and can play a key role in monitoring accidental falls, for example.**

The characteristics of UWB (Ultra Wide Band) make this technology particularly suitable for **monitoring human presence in residential and service industry settings. Thanks to their advanced functions, UWB systems can detect the presence of people in a room and the crowding of spaces**, adjusting the ventilation or energy consumption accordingly. They also provide the ability for smart management of access to hotel facilities.





# Product quality and safety

> Certified quality

## 85%

the share of **turnover generated by products** accompanied by voluntary quality certifications

## >86

**certifications** Vimar uses to verify the quality and safety of its products

## Level 2 CTF laboratory

This **acknowledgement** allows Vimar technicians to carry out quality controls on site

[GRI 3-3]

When a product is designed to accompany a customer closely for long periods of time, such as electrical and electronic solutions, quality is everything. This is also why, especially in the European market, stringent requirements have been introduced to ensure that products that are safe and do not harm the health of consumers are sold.

In this context, holding certifications attesting to the quality and safety of the products offered plays a decisive role in consolidating a company's competitive edge on the market. **Vimar therefore makes use of processes and tools to carry out**

## Certified quality

Vimar products are designed to stand the test of time and are specifically designed to be part of the electrical infrastructure of buildings, in a safe, durable and robust way.

The approach chosen by Vimar is based on principles such as scrupulousness, objectivity and verifiability.

The tests are conducted by the company's in-house laboratory, in accordance with the requirements of the Tests, Checks and Inspections procedure (Italian acronym PCC), which integrates the management system and defines the responsibilities and operational procedures for the proper performance of the checks and tests, including tests to verify production quality control. The activities are carried out by qualified staff members on both the new products and – periodically – on those already on the market, as well as within the production departments on samples of processed materials such as plastics and metals.

The attention and care given to product and material analysis allowed the Vimar laboratory to receive authorisation from IMQ S.p.A. to operate as a level 2 CTF laboratory, in other words to check and certify independently the quality of products – not only those made by Vimar, but also by third parties. This means that **the Vimar laboratory has been recognised as having the skills, resources and equipment necessary to conduct tests and inspections in accordance with legal requirements.**

**the thorough monitoring of the quality of its products and of the raw materials used, highlighting them in a clear and transparent way on the market.**

The company believes in a job well done. That's why all Vimar energy management product and solutions are painstakingly designed and developed, rigorously manufactured and tested with the utmost precision. In short, they're a "job well done", fully embracing the aptitude for excellence that has always fuelled vimar with positive energy.

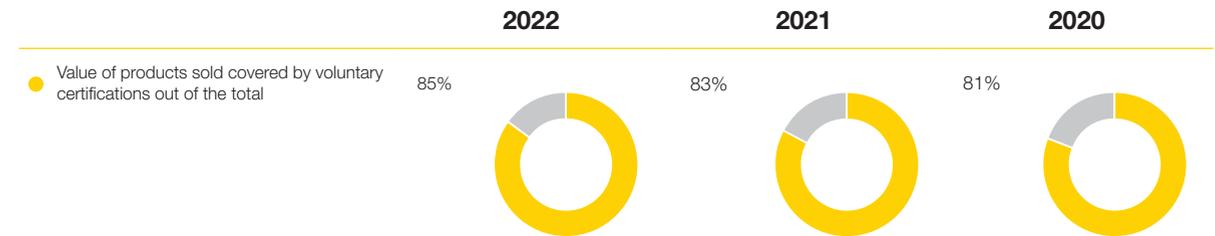
The work of the laboratory, and more specifically the activity of verifying compliance with environmental and product safety regulations, is carried out in synergy by the Standards and Trademarks department and the Environment, Health and Safety department. The former deals with technical product standards, while the latter focuses on safety and compliance with practices. Both work to ensure that Vimar follows the applicable safety and regulatory requirements to manufacture products that are safe and compliant with industry standards.

These certifications demonstrate the company's commitment to the quality of its products. Knowing this, and driven by the desire to transform quality into a competitive edge on national and international markets, **Vimar has chosen to certify some of its products voluntarily** in addition to the certifications required by law.

During 2022 alone, Vimar made strategic investments to obtain 40 voluntary quality certifications, which add to the extensive portfolio of recognition certificates already obtained and the more than 46 quality certifications required by law.

Today, 100% of the products comply with the standards applicable in the destination countries and as much as 85% of Vimar's annual turnover comes from products subject to voluntary certifications.

Turnover generated by voluntarily certified products



With the aim of being a benchmark in quality, **Vimar is also actively involved in the definition of national technical standards in the field of electro-technical, electronic and telecommunications**, for example as a full member of the Italian Electrotechnical Committee (CEI), the association responsible for technical standardisation in the fields in which the company operates.

CEI was set up to meet the needs of quality and excellence expressed by the Italian market. Being members of this organisation and playing an active role is therefore an added value for Vimar, which owing to its experience can contribute concretely to the process of defining and proposing technical standards in the sector.

Similarly, given the international spirit that has always distinguished the company, Vimar also actively participates in the Comité Européen de Normalisation Electrotechnique (CENELEC). This body represents the European equivalent of Italy's

CEI and is responsible for regulating the electrical engineering industry. This means that it has the task of creating voluntary standards, recognised by the European Union and the European Free Trade Association, that can help trade between countries and stimulate the creation of new markets.

Last but not least, Vimar is also part of the International Electrotechnical Commission (IEC), one of the most authoritative international organisations engaged in defining standards in electricity, electronics and related technologies, which collaborates with organisations such as ISO (International Organization for Standardization), among others.

To guarantee excellence, the company uses a quality management system certified according to the international UNI EN ISO 9001:2015 standard and makes use of a Quality Manual that applies to the design, development, manufacture and pre- and after-sales support of electrical and electronic equipment.



## Positive impact of products

- > Vimar products
- > Solutions that make all the difference
- > Smart homes catering to those who need it the most

>5

prestigious **international awards** that attest to the excellence of Vimar know-how



**By me Plus**, system designed to improve the comfort, energy efficiency and security of everyday life

## Over 75 years

products made with uncompromising attention to safety. **SICURY** is the **patent that has revolutionised the safety of socket outlets**

[GRI 3-3]

Smart home automation solutions offer a wide range of benefits, including a positive impact on the environment, by enabling customers to use energy resources responsibly, as well as significantly improving people's quality of life.

Indeed, thanks to the capacity for efficient monitoring and management of resources, Vimar products contribute to energy

savings and are designed to last and integrate efficiently into the electrical infrastructure of buildings, combining performance and technologies from the electronics world.

In addition, smart solutions greatly improve the comfort of living spaces, promoting the health and well-being of the people who live there.

## Vimar products

With its different product lines, such as Eikon, Linea, Arkè and Plana, Vimar is in a position to meet the needs of all market segments in terms of price and functions while maintaining superior quality standards. The marketing of each product category is

in fact accompanied by a marketing plan drawn up annually, which analyses market trends and anticipates customer needs, allowing products to be defined on the basis of the requirements that have arisen, with a view to continuous improvement.

## Solutions that make all the difference

Vimar products are designed to provide people with a better consumer experience, as well as enabling smart home management. Considering the energy aspect, **the smart home allows the consumer to reduce energy consumption.**

With its solutions, Vimar contributes to improving the impact that residential buildings and the service industry have on the ecosystem by harnessing:

- > **Optimisation of the energy balance**, as the smart functions help reduce energy consumption levels.
- > **Smart solutions**, which facilitate energy efficiency by providing users with detailed consumption information.

- > **Durability of products**, created specifically to stand the test of time and integrate into any infrastructure, ensuring its robustness and durability.

### FOCUS ON

## Acknowledged and award-winning value

Vimar's know-how and its ability to create valuable products and services received prestigious international awards over the last two years, including:

- **Gran Premio Elex**, awarded every year by the namesake consortium, which supports the National Federation of Electrical Equipment Wholesalers and rewards businesses that have distinguished themselves in the sector. Vimar was awarded the Best Supplier Award for the Electronic and Electrical Industry. This acknowledgement makes the company particularly proud, as it emphasises its customer-centric approach.
- **Sonepar Award** for the best level of logistics service, awarded together with Gruppo Sacchi, world leader in B2B distribution of electrical equipment, during the "Passion for Performance 2022" event. This prestigious award rewarded the commitment made to guarantee customers an outstanding level of service.
- **Archiproducts Design Awards**, an international contest celebrating the excellence of design where the international jury rewarded the Linea series in 2022, recognising its innovative design which is reflected in the absolute flatness between the cover plate and the controls.

- **Iconic Awards**, the most prestigious of the awards organised by the German Design Council. It is a competition that honours all the most original and broad-ranging masterpieces in the construction sectors, in which disciplines such as architecture, design and technology intersect and collaborate. Thanks to the new Linea and Linea XT series, the company won awards in two categories: "Innovative Architecture" and "Innovative Material".
- **Red Dot Awards in the Interior Design Elements** category, awarded to the design of the Eikon Tactil touch thermostat in 2021. In 2023, two prestigious Red Dot Awards 2023, in the "Product Design" category, were also awarded for the new Linea and Linea XT series, demonstrating the focus on product design and quality at the heart of the product line-up.



FOCUS ON

## By-me Plus system The heart of the smart home

Vimar developed the *By-me Plus* system, a platform enabling the interconnection of the home automation products in the Catalogue. **Thanks to the View App, you can stay connected to your home at all times** and even manage an extensive range of devices remotely in a simple and effective way.

The system is designed to improve comfort, energy efficiency and the security of everyday life, with the ability to control and manage every aspect of the building in an automated manner. With *By-me Plus*, you can manage lighting and roller shutters, even controlling the loads for a more sustainable and informed consumption. The system also allows you to manage the video door entry system and access control, to ensure maximum comfort and safety even when you are away from home.

The implementation of these functions enables precise monitoring and efficient management of resources. For example, home automation solutions for heating and cooling can be controlled and optimised using the App, thereby guaranteeing optimum climate control within the living or working environment and avoiding energy waste. In addition, **smart energy management makes it possible to avoid exceeding the contractual power usage threshold**. When approaching this threshold, the system avoids an overload blackout by automatically disconnecting some loads according to previously set priorities.

**The use of Smart solutions can allow thermal energy savings of up to 30% in non-residential buildings and up to 20% in residential buildings, whereas for electricity the savings are about 15% in non-residential buildings and about 10% in residential buildings.**



## Smart homes catering to those who need it the most

**Home automation is an important tool to facilitate everyday activities for those with disabilities.** It offers, for example, smart solutions for opening and closing doors, roller shutters and blackout blinds, controlling lighting and adjusting the brightness, managing temperature in various building environments.

In particular, home automation systems enable elderly people or people with disabilities to face their daily lives as independently and safely as possible. Systems such as View Wireless, with operate simply via Wi-Fi, or *By-me Plus*, which are more intricate and advanced, enable complete management and supervision of the home from a single point, even via voice control or via smartphone, without having to depend on the help of others even for the simplest actions. With smart systems or home automation systems, technology caters entirely to people's needs, supporting their autonomy and peace of mind. In designing such spaces and functions, collaboration between medical specialists, architects and specialised technicians is essential in order to recommend the best solution to be installed, maximising people's skills to the most and increasing their autonomy and safety.

**Vimar products comply with the Italian Electrotechnical Committee (CEI) 64-21 standard**– “Residential environments – Installations suitable for use by people with disabilities or specific needs”. The superior customisation of Vimar devices means that the solutions offered cover more than 80% of the overall requirements of the Standard. This means that the products abide by the criteria and equipment necessary to meet the needs related to the different degrees of disability.

With a view to focusing on the customer, **Vimar has chosen to supplement its product line-up with an antibacterial version, which is necessary in facilities where hygiene is essential**, such as hospitals, clinics, shelters, but also schools, restaurants and other communal areas. The devices are treated with silver ions to prevent the formation and the spread of germs due also to more than one person touching and using them. The treatment was tested by accredited laboratories that ensure the eradication of more than 90% of the bacterial count over a 24-hour period.

FOCUS ON

## SICURY – safety by Vimar for over 50 years

People's safety has always been a priority for Vimar. **On 15 March 1968, the company patented SICURY, a rotating shutter in the shape of a propeller, the world's first device capable of automatically closing the slots in a socket outlet, thereby preventing accidental access to live parts.**

Vimar, recognising its importance, immediately decided to grant the patent free of charge to competitors. SICURY was quickly adopted by all the major players in the industry, quickly becoming a reference standard that helped to change and set the reference regulations.

More than fifty years after its launch, **this innovation remains of fundamental importance in improving the safety of electrical systems**, both in Italy and internationally. The presence of SICURY has contributed to raising safety standards and protecting people's lives, combining impeccable know-how with excellence Made in Italy.



# Customer satisfaction

> Customer-centricity

**100 Countries**

users reached by the Vimar line-up across the world

**-33%**

reduction, in just 3 years, of the time required to carry out work under guarantee

**3 sales channels**

specific for different customer types

## [GRI 3-3]

Customer satisfaction is an important indicator and represents how well the products, services and overall experience meet their expectations. A high level of satisfaction not only contributes to customer loyalty, but prolongs the relationship with the customer over time and strengthens the brand's reputation. Similarly, even a dissatisfied customer plays a key role, highlighting the pain points and providing valuable data for continuous improvement.

## Customer-centricity

Vimar is present in more than 100 countries worldwide with 9 branch offices and an organisation in Italy made up of about 200 collaborators operating across the country, ready to meet the needs of our customers by disseminating the innovative capacity, impeccable design Made in Italy and the superior quality of Vimar products.

In Italy, Vimar uses its sales network to follow:

- > customers in the professional channel of electrical wholesalers and, with dedicated facilities, also professionals of the supply chain such as: indirect distributors, installers, designers, architects and construction/property companies;
- > customers of the specialised large-scale distribution retailers that sell to expert DIY end consumers.

Abroad, in addition to the 9 branch offices in charge of their allocated territories, partnerships are established with importers/distributors, in order to assist and support professionals in local supply chains, including decision-makers on relevant projects.

**Vimar provides customers with a service aimed to achieve maximum benefits for the customer, with a positive impact on the whole system.** The company provides its customers with a service aimed at maximising the benefits of using the product, with a positive impact on the whole system. To this end, Vimar provides its customers with all the information and tools necessary for the correct and conscious use of products.

In addition, **the company has implemented a traceability procedure for its solutions in the Smart Home & Building sector.** A serial number is included in the devices to track their

Solutions in the fields of electronics, electrical engineering and home automation can have a significant impact on improving individual well-being and reducing environmental impact. To maximise the benefits of these technologies, it is essential to promote them at scale, a process that originates in fully meeting customer needs and expectations.

origin and distribution along the supply chain. Thanks to the functions of the View Pro and View Wireless applications, products and systems can be registered by the customer, who thus gets help managing, servicing and tracking the systems.

The Vimar website also plays a key role in providing useful information. Indeed, it is a genuine information hub, packed with up-to-the-minute information, including the latest regulatory developments, to allow customers to find the answer to their every need.

Vimar's attention to customer satisfaction also drives the company to conduct numerous analyses to assess whether the products offered are suitable for the needs of each type of installation. **These analyses involve installers, architects, designers, wholesalers, and end consumers.** Using direct interviews or interactive on-line questionnaires, the company gathers feedback to improve product design, installation and distribution.

**Customer care also extends to the after-sales phase,** with a team of experts specialising in user support providing advice and assistance in a timely manner when needed. The support service in fact offers a direct channel to support the selection, installation, configuration and commissioning of Vimar products. In 2022, qualified technical operators handled more than 93,000 support requests (+43.7% compared to 2020) by phone or e-mail. **The support provided by the company allowed the number of support requests under guarantee fulfilled to be reduced by 15% in just 3 years and the time required to fulfil these requests by 33%.** This result is also thanks to the more than 2,600 hours of training on solutions that Vimar provides each year to its sales force and to the operators who sell the products on the market.

### FOCUS ON

## Linea, Unique Line for customers

The new Linea series, which is covered by 24 innovative patents, is the result of an intricate analysis of customer requirements and of the current market. **Vimar consulted design experts and conducted interviews with end users, industry professionals, as well as on-line surveys to understand market needs and preferences.**

The result is Linea, a series with a new design with understated shapes and a perfectly flat surface, slim thickness and a distinctive delicately curved profile - a blend of tradition and innovation, an original and modern design, supplemented by over 200 functions to elevate comfort, energy efficiency and security in contemporary life.

Linea is connected, thanks to the smart version of the View Wireless system and the By-me Plus home automation system, for the control and remote management of electronic devices inside homes. What's more, these products are dynamic and digital, thanks to the innovative XT platform, a high-tech experience for the automated home, with full-surface controls for a distinctive perfect flatness that makes it one of a kind. With its understated and user-friendly design, this product offers a wide range of customisation options, in different ways: thanks to user-friendly and self-explanatory icons which can be selected from an extensive library of static symbols, or thanks to a broad range of static or dynamic LED matrix icons that can be programmed using the View Pro App, to make each product customised and different and accommodate all customer requirements while enhancing the identity of the accommodation facility.

# About this document

- > Methodological Note
- > Index of GRI contents

## Methodological Note

[GRI 2-1] [GRI 2-2] [GRI 2-3] [GRI 2-5] [GRI 2-29]

Vimar’s first Report on Sustainability was chosen as a tool to communicate in a transparent and systematic way to all stakeholders the ambitions, challenges and impacts, as well as the environmental, social and economic results achieved by the company. In doing so, Vimar aims to provide a complete and accurate picture of its commitment to sustainability, outlining the actions taken to address current and future challenges, as well as the concrete results achieved in pursuing sustainable objectives.

**In keeping with the annual financial statements, this document adopts a reporting framework that includes only Vimar S.p.A. and has been drawn up on the basis of GRI standards 2021.** In fact, Vimar has chosen to begin a structured process of gradual adaptation to the new standards also in view of the future European compliance targets to which the company will be subject. In the document, content that meets the GRI requirements is highlighted with identification codes in square brackets [GRI]; this content has not been verified by an external auditor.

**The reporting model revolves around the 11 material topics**, namely those regarding which the company produces or incurs the most significant environmental, social, human rights, and economic impacts, and reports on their impacts, management methods adopted, and results achieved throughout the year. For each topic, the impacts, the management method adopted and the results of the actions taken to address the topic were assessed and reported. **The material topics were identified through a constructive discussion with 15 experts identified by Vimar**, with proven experience on the top-

ics covered and traceable to the main stakeholder categories with which the company relates on a daily basis.

**The discussion with experts focused on a number of potentially relevant topics, identified through a documentary analysis of the reference sector, the Vimar value chain and based on the guidelines provided by the preliminary draft Sector Classification of the European Sustainability Reporting Standard 2022.** The topics and impacts identified were assessed in advance according to the criteria of scope, scale, irremediability and likelihood. The results were systematically organised and shared with the expert stakeholders, and discussed in a dedicated plenary meeting.

The process utilised made it possible to carry out a synthesis between the external perspective – i.e., the analysis of the impact of stakeholder assessments and decisions – and that of the company, understood as the significance of the impacts generated and incurred by the company itself. This made it possible to develop an analysis of the impacts generated by the company, ensuring a complete view of the context.

The information collected and the data reported in the Report on Sustainability was **carried out with the collaboration of all Vimar departments**, each for their own area of responsibility.

For further details, please contact [vimar@vimar.com](mailto:vimar@vimar.com) or visit <https://www.vimar.com>.

## Index of GRI contents

<b>Declaration of use</b>	Vimar S.P.A has submitted a report inspired by the GRI Standards
<b>GRI used</b>	GRI 1: Foundation 2021
<b>GRI Sector Standard(s)</b>	Not applicable

GRI Standard	Disclosure	Placement / Omissions
<b>General disclosure</b>		
GRI 2: General Disclosures 2021	2-1 Organizational Details	Registered office: viale Vicenza 14, 36063, Marostica, Vicenza, Italy § Vimar: Positive energy § Responsible management § Methodological Note
	2-2 Entities included in the organization's sustainability reporting	§ Responsible management § Methodological Note
	2-3 Reporting period, frequency and contact point	1 January - 31 December 2022 § Methodological Note
	2-4 Restatements of information	Not applicable as this is the first Report on Sustainability published by Vimar S.p.A.
	2-5 External assurance	This document was not reviewed by an accredited third-party body.
	2-6 Activities, value chain and other business relationships	§ Made in Italy, made for the world: the Vimar value ecosystem § Economic and financial results
	2-7 Employees	§ Well-being, welfare and employee engagement
	2-8 Non-employee workers	§ Well-being, welfare and employee engagement
	2-9 Governance structure and composition	§ Responsible management
	2-11 Chair of the highest governance body	§ Responsible management
	2-12 Role of the highest governance body in overseeing the management of impacts	§ Responsible management
	2-13 Delegation of responsibility for managing impacts	§ Responsible management
	2-14 Role of the highest governance body in sustainability reporting	§ Responsible management
	2-15 Conflicts of interest	§ Responsible management
	2-16 Communication of critical concerns	§ Responsible management
	2-17 Collective knowledge of the highest governance body	§ Responsible management
	2-21 Annual total compensation ratio	Sensitive information
	2-22 Statement on sustainable development strategy	§ Opening message
	2-23 Policy commitments	§ Responsible management
	2-24 Embedding policy commitments	§ Responsible management
	2-26 Mechanisms for seeking advice and raising concerns	§ Responsible management
	2-29 Approach to stakeholder engagement	§ Issues that matter § Methodological Note
	2-30 Collective bargaining agreements	100% of employees are covered by a National Collective Bargaining Agreement.

GRI Standard	Disclosure	Placement / Omissions
<b>Material topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	§ Issues that matter
	3-2 List of material topics	§ Issues that matter
<b>Well-being, welfare and employee engagement</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Well-being, welfare and employee engagement
<b>Attractiveness and retention ability</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Attractiveness and retention ability
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	§ Recruitment of new resources
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	§ Our people
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	§ Professional development
	404-3   Percentage of employees receiving regular performance and career development reviews	§ Professional development
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	§ Responsible management
<b>Circular economy, eco-design and sustainable packaging</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Circular economy, eco-design and sustainable packaging
GRI 301: Materials 2016	301-1 Materials used by weight or volume	§ Coming full circle in production processes
	301-2 Recycled input materials used	§ Coming full circle in production processes
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	§ Circular economy, eco-design and sustainable packaging
	306-2 Management of significant waste-related impacts	§ Circular economy, eco-design and sustainable packaging § Focus on: APA - an integrated model for reclaiming materials
	306-3 Waste generated	§ Coming full circle in production processes
	306-4 Waste diverted from disposal	§ Coming full circle in production processes
	306-5 Waste directed to disposal	§ Circular economy, eco-design and sustainable packaging
<b>Energy efficiency and emission reduction</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Energy efficiency and emission reduction
GRI 302: Energy 2016	302-1 Energy consumption within the organization	§ Green energy
	302-3 Energy intensity	§ Green energy
	302-4 Reduction of energy consumption	§ Green energy

GRI Standard	Disclosure	Placement / Omissions
GRI 305: Emissions 2016	305-1 Direct GHG (greenhouse gas) emissions - Scope I	§ Issues that matter
	305-2 Indirect GHG (greenhouse gas) emissions - Scope II	§ Issues that matter
<b>Employment, value and support for the local territory</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Employment, value and support for the local territory
GRI 202: Market presence 2016	202-2 Proportion of senior management hired from the local community	§ In the heart of Marostica, supporting the community
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	§ Economic and financial results
<b>Product quality and safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Product quality and safety
<b>Research and Innovation 4.0</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Research and Innovation
<b>Customer satisfaction</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Customer satisfaction
<b>Sustainability of the supply chain</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Sustainability in the supply chain
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	§ Secure and local supply
GRI 403: Occupational Health and Safety 2018	403- 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	§ Procurement quality
<b>Protecting employee health and safety</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	§ Protecting employee health and safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	§ Protecting employee health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	§ Risk prevention and management
	403-3 Occupational health services	§ Risk prevention and management
	403-4 Worker participation, consultation, and communication on occupational health and safety	§ The culture of safety
	403-5 Worker training on occupational health and safety	§ The culture of safety
	403-6 Promotion of worker health	§ Our people
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	§ Protecting employee health and safety
	403-8 Workers covered by an occupational health and safety management system	§ Risk prevention and management
	403-9 Work-related injuries	§ Risk prevention and management
	403-10 Work-related ill health	§ Risk prevention and management



**Energia Positiva.** Insieme

