



# 2022 SUSTAINABILITY REPORT

**Veneta Cucine®**



## Letter to Stakeholders,

As the management body of the Veneta Cucine Group, we sense the **urgency** to contribute with enthusiasm and conviction to what we can and must do as a company, both in terms of actions and raising awareness, to protect the **environment**, **our territory** and the **social context**. Given the complexity of the challenge, our best efforts may be considered great or small, but if combined with the efforts of many others, what we can do will make the contribution significant. We would like ours to be an **invitation to collaborate**, to compare with each other, to spur each other on in order to be as incisive as possible in the pursuit of our common goal, and to preserve what is none other than "our home".

Our Company has a history going back more than fifty years, and over time has developed from a local concern to become the leading Italian manufacturer of fitted kitchens. Our manufacturing is carried out in 5 factories, all located in the Veneto region, proving our strong industrial vocation and roots. Throughout our history, many actions have been undertaken and investments made that have affected aspects of an environmental nature and social commitment: from company certifications

to product certifications that have gradually followed on over time, from the birth of the Green Thinking movement to all measures aimed at energy efficiency, from sustainable choices made in manufacturing processes to the choice of materials that favour regenerated or recycled components, the focus on people and involvement of the supply chain.

It is a commitment that we have been pursuing for many years, but what has undergone a dynamic and even unexpected acceleration recently has been precisely the realisation of the urgency of having to deal with these issues, the awareness that sustainability is the challenge of today and not of tomorrow and that we cannot wait. We have decided to draw up a sustainability report for our Company. For us, it is not a regulatory requirement, something we do because we are obliged to, rather it is the instrument with which we want to voluntarily formalise our engagement, it is a guide to transparently reporting what we do and a valid methodology for determining future planning.

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We want to continue to design the homes of the future with this same enthusiasm: the future is the most beautiful space to design and we want the future, with our products, to be increasingly more sustainable.

This is our undertaking.

**The Board of Directors**  
of Veneta Cucine SpA

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# ESG Strategy

## Environment

Criteria that assess how a company behaves with regard to the environment



## Social

Criteria relating to the social sphere based on impact and relationship with the local area



## Governance

Issues to do with corporate management inspired by best practice and ethical principles



# Highlights

N° 1

Italian manufacturing group  
of kitchen furniture \*



\*(CSIL – The Italian kitchen furniture market - March 2023)

**263,7 mln €**

Our turnover in 2022

**+18%**

Increase in turnover

**223,5 mln €**

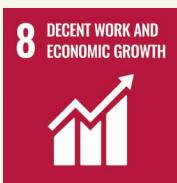
Our turnover in 2021

**12,3 mln €**

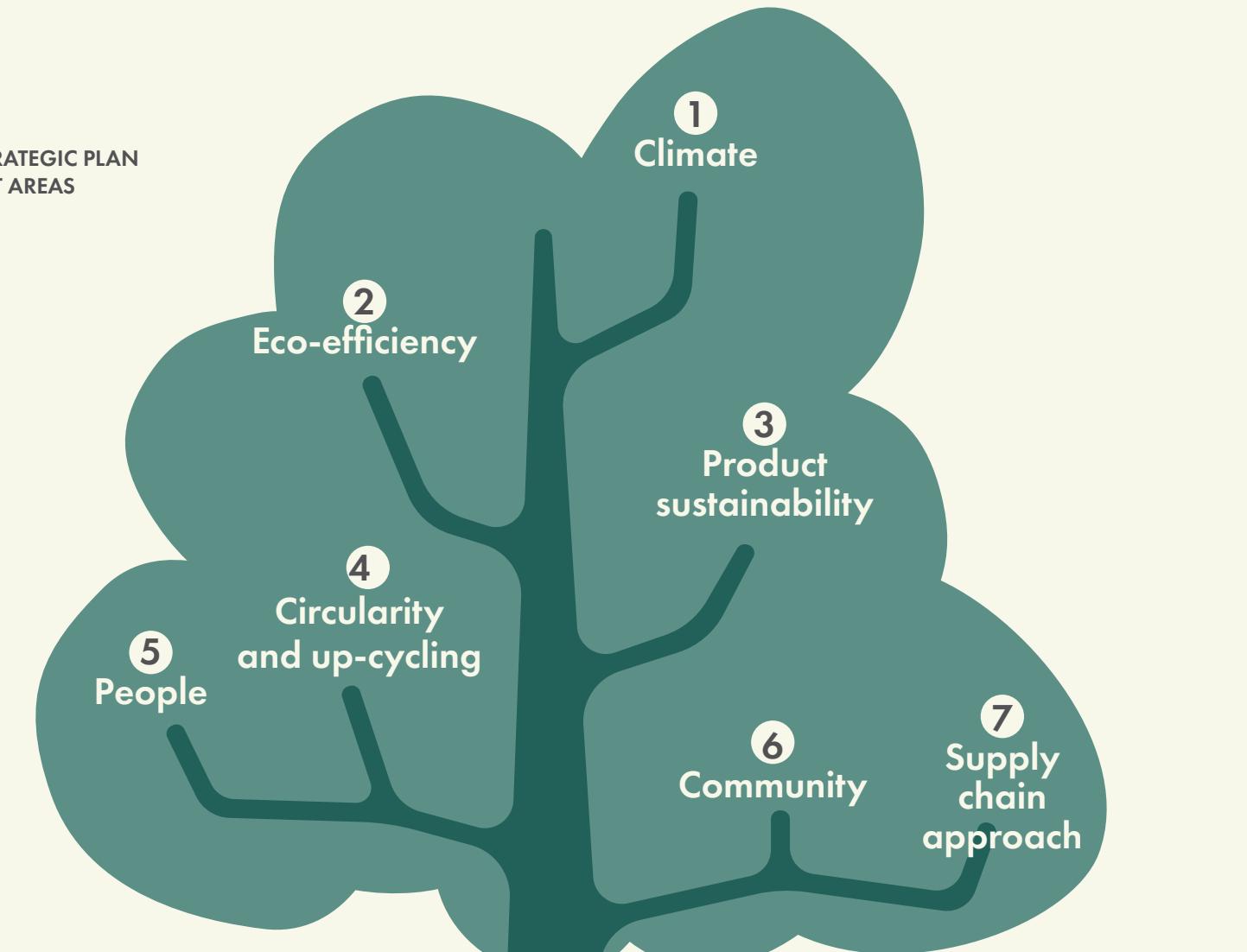
net profit 2022

## SUSTAINABLE DEVELOPMENT GOALS

Adoption of **UN Agenda** goals



THE STRATEGIC PLAN  
TARGET AREAS



## 1. Climate

*Counteracting the global rise in temperatures*



**100%**  
electricity from certified  
renewable sources

## 2. Eco-efficiency

*Using energy more responsibly*



**7,8%**  
reduction in electricity consumed per  
piece produced

**15,1%**  
reduction in natural gas consumption

Environmental certification



## 3. Product sustainability

*Improving environmental aspects  
in all stages of the life of the product*

Adopting principles of **eco-design** that take the life cycle into account right from the design stage

Obtaining certifications with a view to **promoting environmental and relevant aspects of products**:

- Use of wood **composite products** that comply with CARB ATCM Phase II or U.S. EPA TSCA Title VI emissions limits



- **“Made In”** certification attesting to the **Italian origin** of the products and **compliance** with all **applicable safety, strength and durability standards**



- **BBS**  
the anti-bacterial kitchen

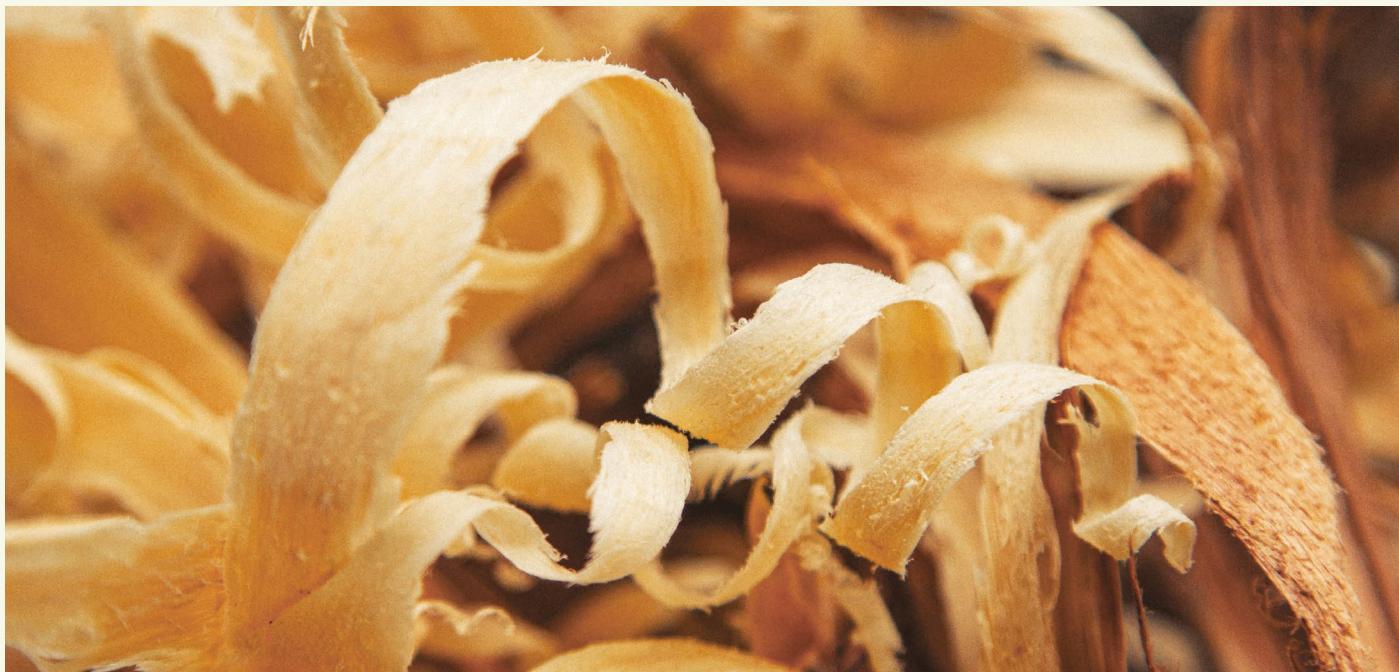


- **Water-based painting**



## 4. Circularity and up-cycling

*Prioritising low-impact, recycled and reclaimed materials*



**94,3%**  
of chipboard used coming  
from recycling

**98,7%**  
of processing waste  
recovered

**53,5%**  
recycled material  
in the cardboard used

**71,2%**  
of wood material used  
coming from recycling

**86,5%**  
of total packaging  
is cardboard

## 5. People

*Promoting equality, inclusion and equal opportunity*

What our organisation thinks of us: **Manpower Project**

"Family"

"Continuous encouragement"

"Healthy company"

"Growing in steps"

"Safety"

"Strength"

"Beautiful workplace"

"Proud to be a part"

"Second home"

"Workplace"

"Opportunities"

"Lifeline"

**N° Employees → 496**

**Increase of 6% in n° of  
Employees**

**ISO 45001** certification  
for all manufacturing facilities

Adoption of the Organisation,  
Management and Control  
**Model** in accordance  
with Legislative Decree  
**231/2001**

**Hours of training → 3.727**



## 6. Community

*Generating and distributing value in the local community*



**92,8%**  
economic value redistributed to stakeholders

Increase in economic value generated

**+16%** compared to 2021

**20,9 mln €**  
economic value to support solidity, growth and investments

## 7. Supply chain

*Pursuing a supply chain approach by becoming an active agent of change*



Favouring local and Made in Italy suppliers

**78,6%**  
Italian suppliers

**80,8%**  
SME suppliers



# 1. PROFILE, HISTORY AND VALUES OF AN ITALIAN FLAGSHIP

Veneta Cucine, founded in 1967 in the province of Treviso, is a family-owned and family-run business with a history spanning over 50 years, which over time has developed from a local concern into a large, internationally-recognised group to become Italy's leading manufacturing platform for kitchen furniture.



**PEOPLE ARE KEY:** Valuing the role of each individual within the organisation

## A VOCATION FOR MANUFACTURING:

This innate vocation for manufacturing has guided the Company's decisions towards a marked vertical integration that has permitted careful control of all the stages of the transformation process. The business is conducted in over 120,000 sq m of covered industrial facility.



**Biancade di Roncade factory (TV)**

Area: 10.000 m<sup>2</sup>

Specialised in sizing laminate panels and edging tops and doors.



**Headquarters, Biancade di Roncade (TV)**

Area: 39.000 m<sup>2</sup>

Panel sizing, edge-banding, machining and painting, assembly and packaging.



**San Stino di Livenza factory (VE)**

Area: 13.800 m<sup>2</sup>

Dedicated to the production and assembly of kitchens and furniture for the Forma brand.



**Olmi factory, San Biagio di Callalta (TV)**

Area: 10.400 m<sup>2</sup>

Inaugurated in 2019, installation of state-of-the-art machinery dedicated to producing quartz and ceramic worktops and counters.



**Codissago factory, Longarone (BL)**

Area: 11.800 m<sup>2</sup>

Dedicated to the production of doors and solid wood and veneered accessories, to the production of aluminium frames, and the sizing and assembly of aluminium profiles.

## FROM THE PRODUCT TO THE PROJECT, TO MULTI-FUNCTIONALITY

Tailor-made products based on specificities and design projects of each individual, considered unique.

Creating opportunities



Valuing relationships



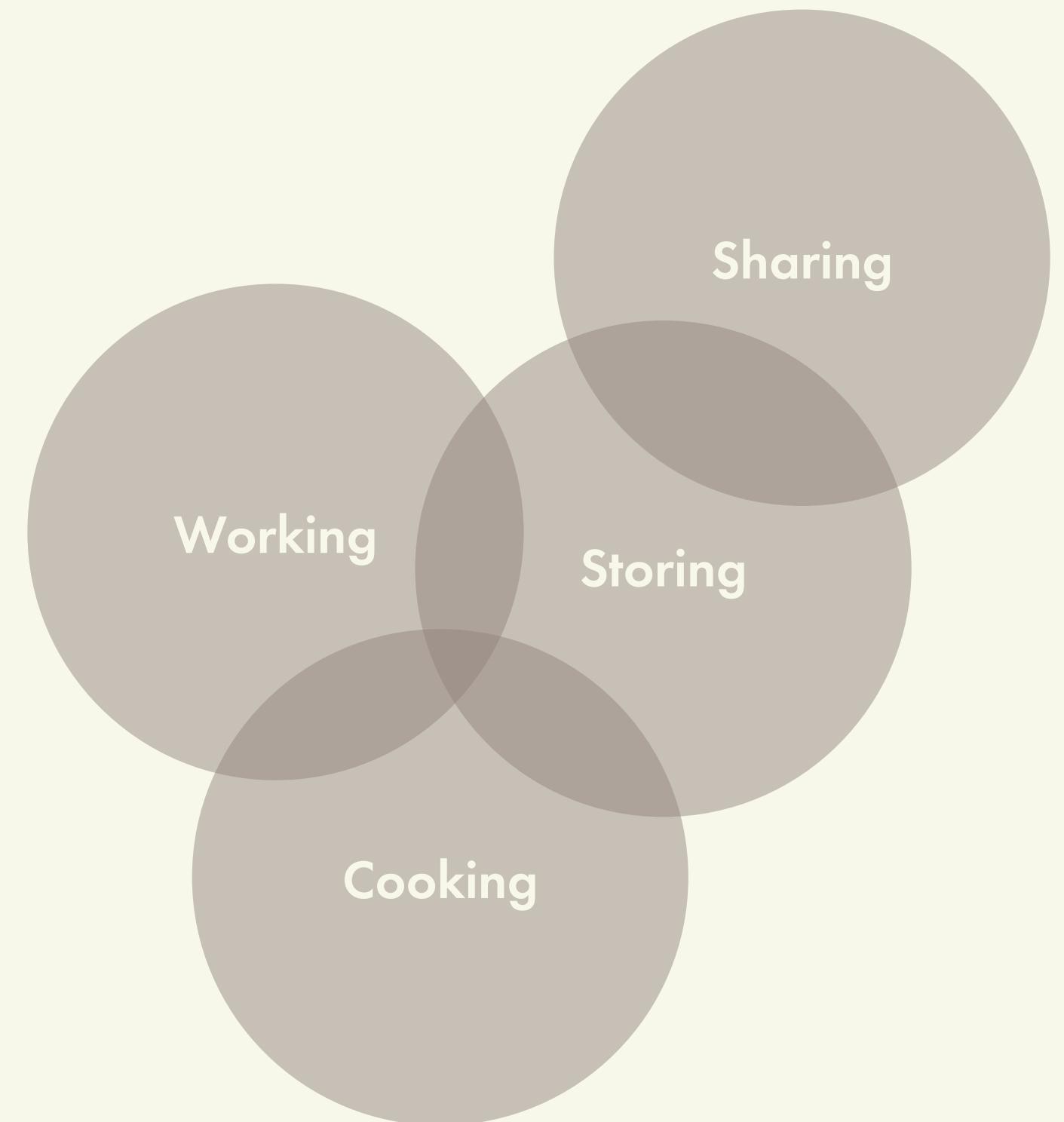
Responding to needs



Making wishes come true



Making actions meaningful



“

Veneta Cucine's Mission is to manufacture kitchens by putting craftsmanship at the service of innovation and taste and making design a value that is affordable.

”





ORGANISING  
SPACE BY  
HARMONISING IT



EXTENDING MEANINGS  
BY INCREASING THE VALUE



EXPANDING  
FUNCTIONS BY  
INCREASING  
THEIR USES

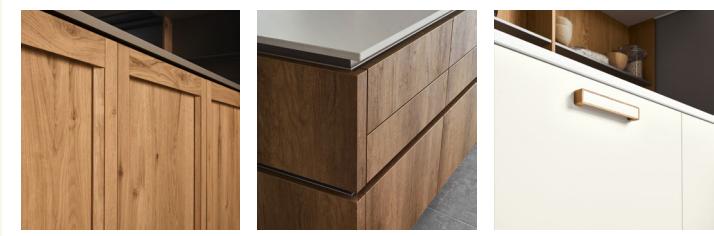
## ADVANCED CUSTOMISATION

Veneta Cucine's approach is to offer each customer the maximum customisation possible. The customer can create his or her own kitchen not only by choosing from different product lines but also by customising every single component of it:

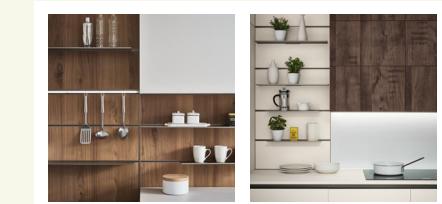


Worktop

Wood



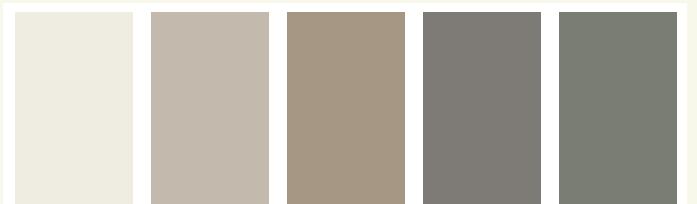
Door opening  
systems



Groove



Stepsystem



Lacquered materials



Shapes

## DISTRIBUTION

Distribution of the products is assigned to an extensive network of over 1,000 qualified dealers spread throughout Europe, Asia, Africa, North America and South America. The close collaborative relationship with international distributors allows the Company to enjoy an exclusive presence in the territories, which enables it to convey all the character and undisputed personality of the Brand.



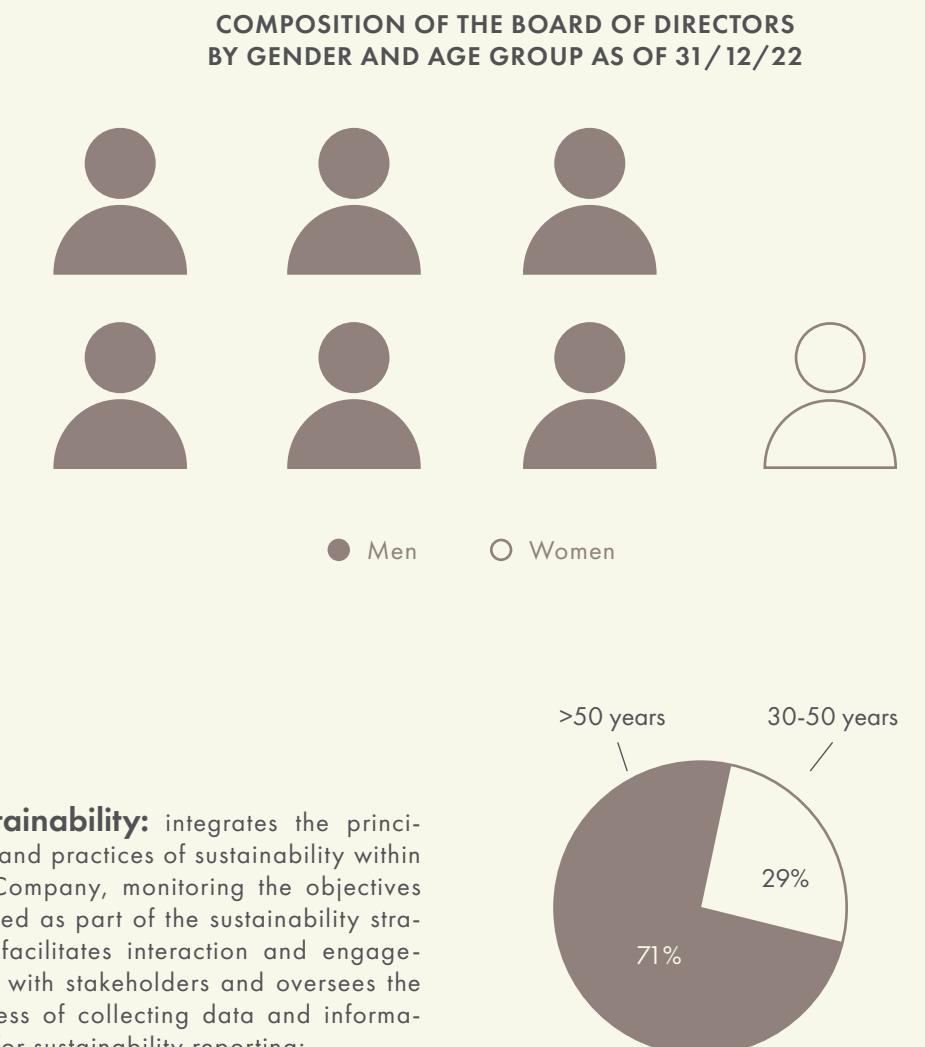
## 2. THE GOVERNANCE STRUCTURE

The organisational structure of Veneta Cucine is based on the presence of two formal bodies: the Shareholders' Meeting, constituted by all shareholders, and the Board of Directors, composed of 7 members, 4 of whom have executive powers.

Governance has evolved progressively from an "entrepreneurial management model" to a "managerial model" in which members of the founding family and **Key Managers** are well integrated. Veneta Cucine's shareholding structure is open to the involvement of the Company's key figures.

Joining the NB Aurora fund has had a positive impact on the Company's development process from a managerial point of view, a course that had already been decisively undertaken in recent years and was strongly advocated by the owner family.

The Board of Directors has the task of setting the Company's strategic guiding policy, intervening directly in all decisions relating to the most significant management matters. To do this, the Board is supported by the work of **3 Special Teams**:



**Sustainability:** integrates the principles and practices of sustainability within the Company, monitoring the objectives defined as part of the sustainability strategy; facilitates interaction and engagement with stakeholders and oversees the process of collecting data and information for sustainability reporting;

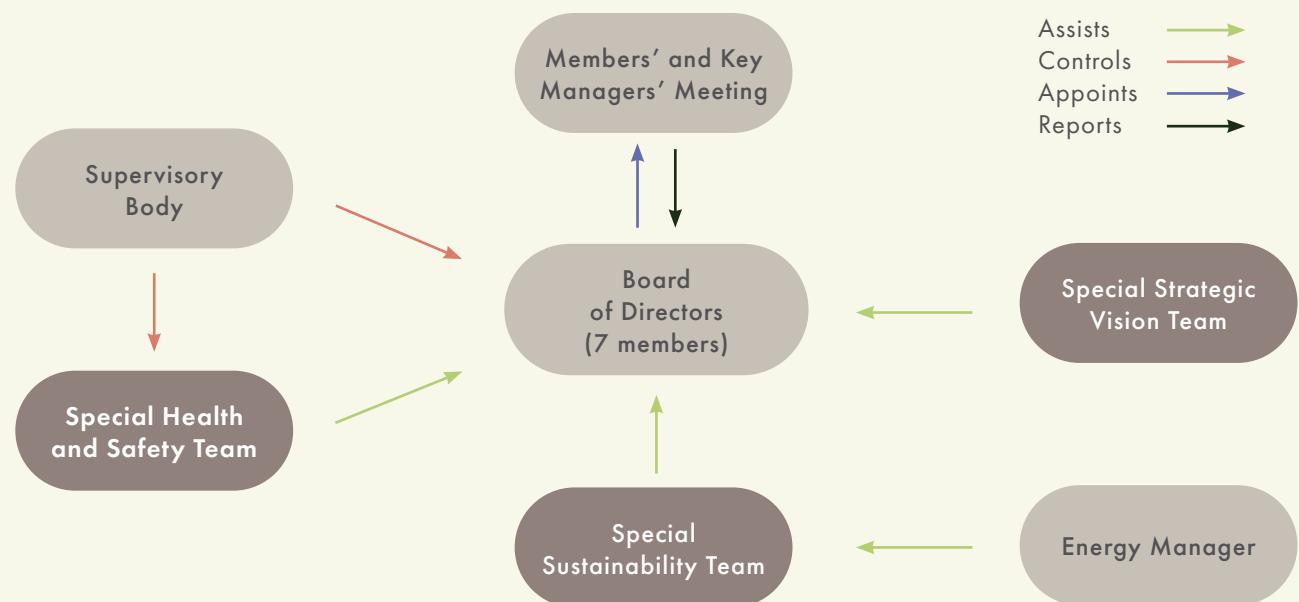
**Strategic Vision:** defines and implements the company strategy identifying specific actions, execution times and the financial, human and material resources necessary;

**Health and Safety:** ensures a safe and healthy workplace for all Veneta Cucine workers. It identifies, evaluates and mitigates risks in compliance with the requirements of Legislative Decree 81/2008, dictating rules of conduct, recruiting company personnel and implementing remedial action.

These teams, composed of key figures in the Company, including directors with delegated powers, the Vice-President and Creative Director, Key Managers, preside effectively

over their areas of competence, working in a synergistic manner. Furthermore, the Board of Directors has delegated one of its members to manage sustainability aspects. This member personally coordinates the work of the Sustainability team and is also an active member of the Strategic Vision and Health and Safety teams. Supported by this structure, the Board is therefore involved in making choices regarding sustainability and corporate strategy, approves all policies to ensure the Company's compliance with regulatory requirements and, in general, manages the Company's impact on the economy, the environment and people.

Lastly we note that in December 2021 Veneta Cucine appointed the Supervisory Body (SB) as part of its Organisation and Management Model, which is assigned the role of monitoring compliance with, effectiveness and actual application of the Model and related internal procedures. The SB holds meetings with Company Managers according to an annual agenda of meetings. In addition, the presence of BoD Members with executive roles ensures that the Board is constantly updated.



## PROCESS FOR APPOINTING AND SELECTING THE BOARD OF DIRECTORS

The procedure for appointing the Board of Directors is conducted on the basis of nomination documents submitted by shareholders with shares, which provide for a number of candidates not exceeding 7. Directors hold office for a period established at the time of their appointment and in any case no longer than three financial years and they may be re-elected. Should, during the financial year, even just one director resign, the entire Board of Directors shall fall from office, and the Shareholders' Meeting shall appoint a new one, resolving in accordance with the law and the Articles of Association in compliance with the rights of appointment. Please note that the current Board of Directors of Veneta Cucine is in office until the approval of the Financial Statements as of 31 December 2023.

## MANAGING SUSTAINABILITY ASPECTS

Sustainability is today at the core of Veneta Cucine's corporate development lines. This is why, as mentioned above, the Board of Directors has delegated one of its members to manage sustainability aspects, which include:

- the definition of strategic policy lines in the area of sustainability, in keeping with the objecti-

ves set out by the Furniture Pact and periodic monitoring of the progress of activities and targets set;

- supervising the process of drafting the Sustainability Report, facilitating the coordination of corporate functions and ensuring the document's compliance with reporting standards;

- definition of relevant sustainability aspects and related reporting metrics, through the identification of impacts generated by the Company on the economy, the environment and people.

In carrying out these activities, the Member is directly responsible for the activities conducted by the special Sustainability Team. The Member is spokesperson for Veneta Cucine's values and commitments on the working tables dedicated to sustainability, including the Furniture Pact and the events scheduled by the associations with which the Company is associated (eg. Confindustria), and if necessary, informs the Board of Directors, during the monthly meeting, on developments relating to the reference context, macro-trends in the sector and the progress of Veneta Cucine's social

and environmental responsibility model. Lastly, it should be noted that the Company has an external **Energy Manager**, who has been assigned the task of managing all aspects of energy consumption and, more specifically, of monitoring consumption, optimising it and promoting initiatives aimed at energy efficiency and the use of clean energy from renewable sources.



## 3. ECONOMIC RESPONSIBILITY

Within a generally positive Italian and international situation for the sector, Veneta Cucine recorded significantly better figures in 2022 than was the general trend for the industry.

Compared to the previous year's figures, the revenue from sales increased by about 18%, while the ratio of raw material consumption to sales increased from 54% to 58% due to higher purchase prices. Net profit was 12.3 million euros (13.5 million euros in 2021). The operating margin as a percentage of net sales, which expresses the difference between the value and cost of production, was positive at 4.87% (from 6.96% in the previous financial year).

Within a generally positive Italian and international situation for the sector, Veneta Cucine recorded significantly better figures in 2022 than was the general trend for the industry. The result was affected by depreciation and amortisation of just over 11 million euros, which accounted for 4.3% of revenues, compared to 4.7% in the previous financial year. The value of closing inventories, net of the related write-down due to obsolescence, shows an increase of 4.7 million euros, due to a precautionary policy aimed at averting the risk of a slowdown in the supply chain.

The average purchase price level increased year-on-year by 12.1% compared to 2021. However a trend of decreasing prices can be identified towards the end of the financial year, which is also observed in the first months of financial

year 2023. The ratio of labour costs to net sales is 12.8% in line with the figure for the previous financial year of 13.5%. Industrial investments amounted to 10,991 thousand euros, up from 8,740 thousand euros generated in 2021.

**+18%**

the increase in sales revenues compared to 2021

- Turnover 2022 → **263,7** mln €, **223,5** € mln to 2021
- Profit 2022 → **12,3** mln €
- Investments → **10,9** mln € in 2022, **8,7** mln € in 2021

## The economic picture and the market situation.

Analysing the trend in kitchen furniture production over the last decade, there was a long period of regression in the sector following the 2008 crisis, which persisted until 2014, the year in which the lowest point in terms of value was recorded. This was followed by a new process of growth, which was only temporarily interrupted by the pandemic in 2020, and resumed with greater vigour in the following period. The growth in kitchen furniture prices over the course of 2021 was estimated at between 5% and 6%. Growth in 2022 was greater, at least 8%. Over the past few years, the kitchen and household appliance market in Italy has benefitted from a targeted tax policy, the so-called "tax bonus", which was also extended to 2022. During 2022 Italian exports of kitchen furniture grew

by 15%, exceeding 1 billion euros. Italy is the world's second largest exporter of kitchen furniture, after Germany. In quantity, estimates are around 260 thousand kitchens against 250 thousand the previous year. The data show significant growth in all the main destination markets. Relatively lower exports to European Union countries (France, Switzerland and Germany), more significant exports to the non-EU area, in particular to the United States and Great Britain. Exports to Middle Eastern countries and those destined for the Asian market also record significant growth rates. The ratio of exports to production rose from 16% in 2000 to 33% in 2022. This confirms the dynamism on international markets of Italian companies, who have succeeded in expanding their presence both

through retail networks and through the acquisition of contract orders. The main destination market remains France, which in 2022 imported kitchen furniture from Italy for an overall value of over 200 million euros, equal to 20% of the total. The international scenario in early 2023 is characterised by a generalised moderation in inflationary pressures, due to the drop in the prices of energy products, which fuels expectations of a more gradual rise in interest rates in major countries.

## Managing risks and uncertainties

As regards risks, the main categories to which Veneta Cucine is exposed are summarised below:

**Credit risk:** the maximum theoretical exposure to credit risk is represented by the carrying amount of the financial assets recognised in the balance sheet as well as the nominal value of the guarantees provided. There are no significant overdue balances, other than those already subject to write-down.

**Exchange rate risk:** the Company mainly operates using euro as the functional currency. Exposure to risk is relatively limited and there are no significant debt or credit positions in foreign currencies.

**Interest rate risk:** fluctuations in market rates may affect the Company's economic results. The Company has derivative financial instruments in place to hedge interest rate risk, the effect of which however is not significant.

**Inter-company and related-party transactions:** transactions with related parties are for the most part represented by operations carried out with companies controlled by or belonging to the Company, operations regulated at market conditions considered normal in the respective reference markets, taking into account the characteristics of the goods and services provided.

**Liquidity risk:** the risk may manifest itself in the inability to obtain, at economical conditions, the financial resources needed for operations. It is believed that the existing liquidity and credit lines currently available, in addition to the flows to be generated by operating activities and those deriving from new financing associated with investment projects, will be adequate to meet the needs arising from the investment plan, the management of circulating capital and the repayment of debts at natural maturity.





# 268,8 mln €

## ECONOMIC VALUE DISTRIBUTED (92,8% OF VALUE GENERATED)

+ 17% COMPARED TO 2021

OF WHICH:

79,5 %

to **Suppliers**

230.261.959 €

11,2 %

to **Personnel**

32.437.403 €

1,0 %

to **Shareholders**

3.005.430 €

0,9 %

to the **Public  
Administration**

2.723.460 €

0,1 %

to **Lenders**

387.134 €

0,02 %

to the **Community**

43.700 €

## 20,9 mln €

economic value to support  
solidity, growth  
and investments

## 4. ETHICS, INTEGRITY AND TRANSPARENCY

In 2022, the economic value generated by Veneta Cucine was approximately **290 million euros**. This figure expresses the wealth produced by the Company, for the most part **redistributed to its stakeholders (93%)** with whom it relates in its daily operations. The economic value generated in 2022 is considerably higher than in 2021, with a positive variation of 16%, mainly driven by the increase in sales revenue. Mirroring this, there is also a **17% growth in the economic value distributed**, from roughly 229 million euros in 2021 to almost 269 million euros in 2022.

In particular, suppliers, personnel, lenders and the community benefit from the increased value. Lastly, between 2021 and 2022 the undistributed economic value, i.e. the part of the generated value that the Company makes available to itself to increase solidity and support investments and growth, remained more or less constant.

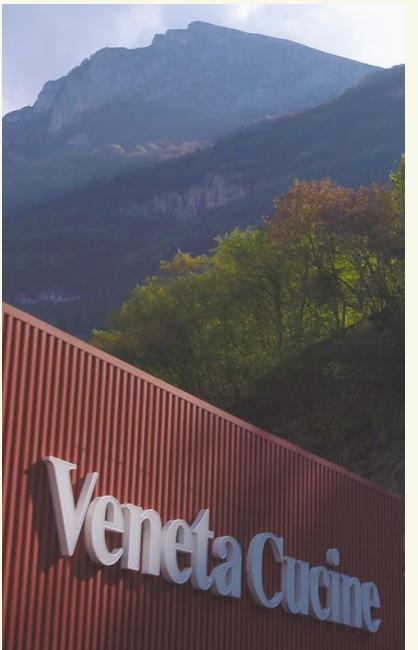
The values of ethics, integrity and transparency constitute the fundamental equation on which Veneta Cucine's actions are based. In fact, the Company pays constant attention to promoting and ensuring respect for these guiding values, in order to guarantee the protection of its reputation and image with regard to the market and in general with regard to all those with whom it deals on a daily basis. In view of its global presence, Veneta Cucine is committed to ensuring maximum compliance with current national and international regulations. Also for this purpose, in 2019, Veneta Cucine prepared its own **Organisation, Management and Control Model in accordance with Legislative Decree 231/01**; its adoption constitutes a valid tool for raising awareness amongst all those who work in the name of and on behalf of the Company, and for guaranteeing the principles and values of fairness, integrity and ethics along the entire value chain. In its capacity as parent company, the Company has also promoted the development of compliance 231 to the other companies in the Group and, in particular, has drawn up and disseminated a Code of Conduct 231, which identifies specific behaviours that can be sanctioned if they are deemed to weaken, even potentially, the Model cited above.

The Code of Conduct is attributed a preventive function: the codification of the rules of conduct with which all recipients must comply constitutes an express declaration of the Company's serious and effective commitment to act as a guarantor of the legality of its activities, with particular reference to the prevention of offences. The Code of Conduct is shared periodically with internal subjects (personnel) and third parties (external professionals, partners, suppliers and consultants, administration companies and, in general, all those having relations with the Companies in the Group) so that everyone may be sufficiently informed about the conduct to be maintained. In the event of any conduct that does not comply with what has been established, Veneta Cucine has set up various channels of communication and whistleblowing to the Supervisory Body, while guaranteeing the confidentiality of the reporters. The Model, including the Code of Conduct attached thereto, is made available for consultation by all employees at the Human Resources Departments in Longarone (BL) and Biancade (TV). Moreover, by means of a dedicated platform, employees were able to take advantage of "video pills" to receive training on the subject in a new and interactive way.



# 02. COMMITMENT

# 1. VENETA CUCINE'S COMMITMENT

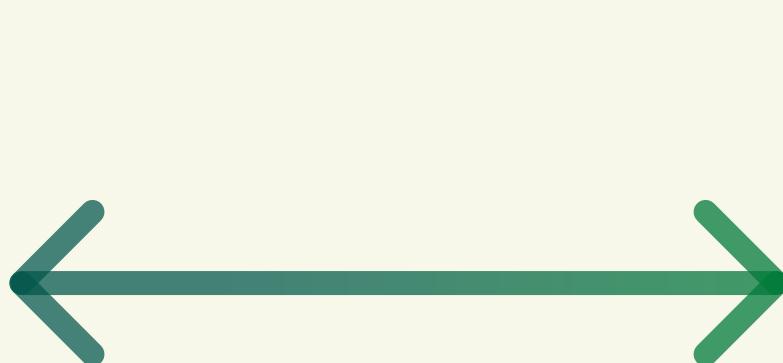


## SUPPLY CHAIN COMMITMENT



**Veneta Cucine joins the Furniture Pact**

Veneta Cucine's ambition is to be a benchmark company for the business in which it operates, with full respect for people, the environment and the highest quality standards. This ambition is driven by the conviction that developing business in a responsible manner entails the implementation of a continuous constructive dialogue between all the players involved, so as to strengthen individual efforts and transform the industry in terms of sustainability and circularity. It is with this in mind that Veneta Cucine has signed up to the "Furniture Pact".



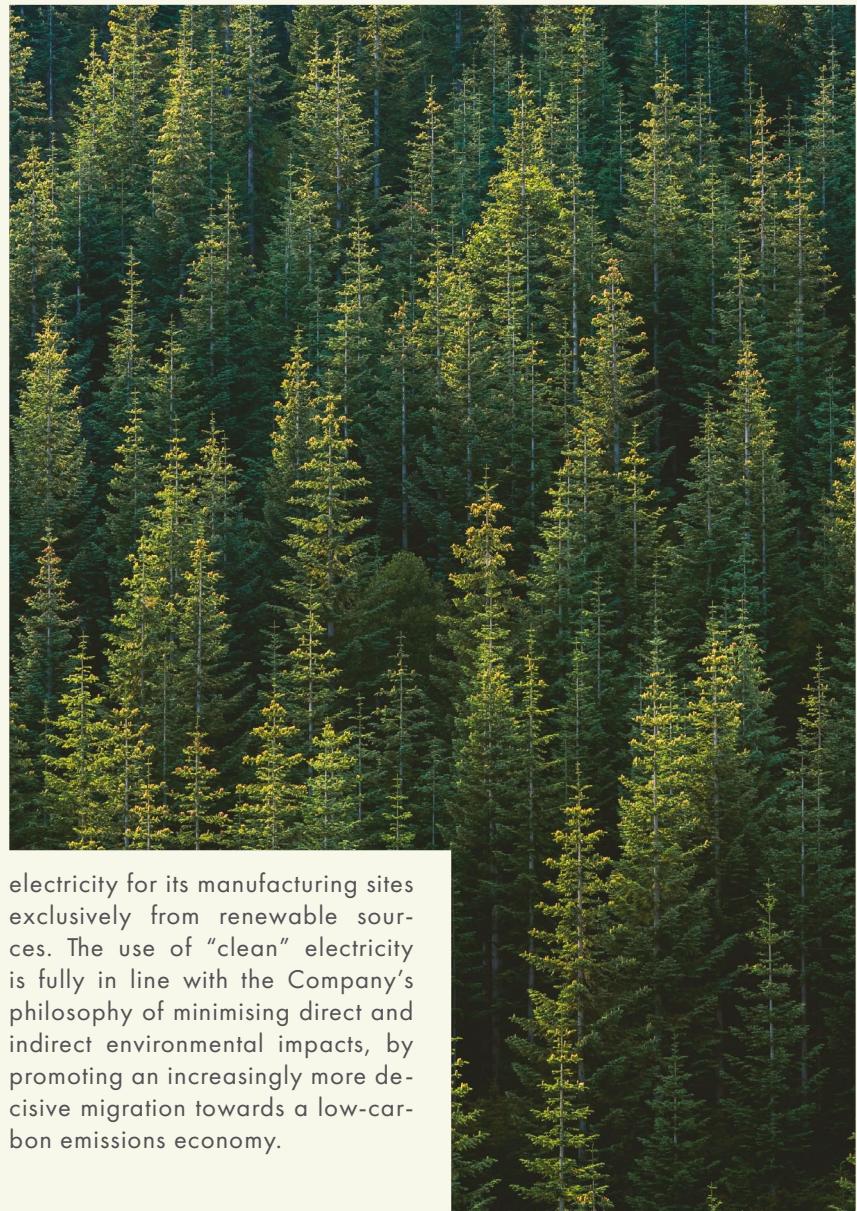
## DIRECT COMMITMENT



**Environmentally friendly thinking placed at the service of innovation.**

For the Italian furniture supply chain, sustainability increasingly represents a source of new opportunities for growth and innovation to intercept market requirements, capitalising on efforts and setting out on a course that can generate more value for companies, the community and the environment. The objective of the Furniture Pact, developed with the support of the Sustainability Lab at the **SDA Bocconi School of Management**, is the creation of an ecosystem of companies committed to the process of sustainability, through the signing of concrete, ambitious yet achievable commitments aimed at reducing, on the one hand, environmental and social impacts, and creating shared value along the supply

chain of materials and circularity on the other. The signatory companies, including Veneta Cucine, undertake to adopt by 2025, an integrated sustainability strategy including a forward-looking plan for the management of environmental and social aspects, and the appropriate tools and processes for gathering and reporting relevant data and information in accordance with the most accredited international standards. Membership of the Furniture Pact fulfils Veneta Cucine's desire to strengthen its model of environmental and social responsibility, taking a further step towards transparency with regard to all its stakeholders.



electricity for its manufacturing sites exclusively from renewable sources. The use of "clean" electricity is fully in line with the Company's philosophy of minimising direct and indirect environmental impacts, by promoting an increasingly more decisive migration towards a low-carbon emissions economy.

In line with the pillars of the **Furniture Pact**, Veneta Cucine has identified 7 key operational areas for sustainable business development, illustrated below. For each area, the Company has defined specific actions and metrics for the correct monitoring of the objectives. The objectives and actions defined are discussed in more detail within the chapters of the relevant areas.



## 2. STAKEHOLDERS

Whilst carrying out its activities, Veneta Cucine comes into contact with various categories of stakeholders, subjects with whom the Company collaborates, dialogues and interacts on a daily basis, who are directly and/or indirectly influenced by the Company's activities or who actively affect its operations. Veneta Cucine believes that listening to and involving its stakeholders is a key priority in order to understand their needs and expectations. This approach has enabled the Company to develop long-lasting relations, which today represent a source of competitive advantage, whilst at the same time maintaining a keen eye on the contexts and markets in which it operates. Veneta Cucine adopts constant and transparent communication so as to maintain a continuous, participatory and constructive dialogue with stakeholders. Also as a result of the difficult situation relating to the spread of Co-

vid-19, the Company reinforced its channels to reach out effectively to its stakeholders, recreating spaces for dialogue and involvement that were able to offer renewed opportunities for shared value creation. For each category of stakeholder listed below, the main methods of dialogue adopted by Veneta Cucine are shown on the right:



Stakeholders	Method of dialogue	Stakeholder	Modalità di dialogo
TRADE ASSOCIATIONS	Direct involvement on Boards, in thematic working groups and support for projects deemed related to the Company's values	EMPLOYEES	Direct dialogue with their contacts (office and departmental managers), who are involved in the pursuit of job satisfaction
SHAREHOLDERS AND INVESTORS	Direct involvement in the management body and regular discussion meetings		Direct dialogue with senior management
CUSTOMERS AND DEALERS	<p>Direct dialogue is at the heart of the Company's sales policy as far as dealers are concerned, for whom the following are made available:</p> <ul style="list-style-type: none"> <li>- Direct dialogue with senior management</li> <li>- Sales Offices/Area Managers, network of agents</li> <li>- Customer Portal</li> <li>- E-mail/telephone contacts</li> </ul> <p>As far as the end consumer is concerned:</p> <ul style="list-style-type: none"> <li>- Advertising and promotional communications</li> <li>- Direct contact channel via website format and via activation of the product warranty</li> <li>- Toll-free number and e-mail info</li> <li>- Direct dialogue with dealers</li> </ul>		<p>Reporting methods, including anonymously, through the channels made available for the purposes of Model 231</p> <p>HR Portal</p>
		RESEARCH ORGANISATIONS AND UNIVERSITIES	Involvement in training or strategy-defining projects (eg. "Furniture Pact")
		SUPPLIERS	<p>Periodic visits</p> <p>Involvement in the Company's objectives and invitation to share the same "values"</p> <p>E-mail/telephone contacts</p>
		INSTITUTIONS	On-going dialogue
COMMUNITY	<p>Periodic meetings to discuss and support initiatives deemed to be related to the Company's values.</p> <p>Participation in and support of local charities whose objective is the psychological and physical well-being of children.</p>		

### 3. MATERIALITY ANALYSIS

Veneta Cucine has conducted a materiality analysis for the purpose of identifying the most significant sustainability aspects, the so-called "material" ones, the subject of reporting in this Sustainability Report.

The following issues reflect the most significant economic, environmental and social aspects for Veneta Cucine in relation to the context in which it operates and the nature of its organisation:

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	MAIN PRACTICES/PROVISIONS AND ACTIVITIES
<b>Product and service safety and quality</b>	Negative impacts due to inadequate quality and integrity characteristics in the product	Potential negative	Development of products that do not comply with the industry's quality and safety standards, with negative consequences in terms of customer satisfaction and health <ul style="list-style-type: none"> <li>Quality Management System compliant with standard ISO 9001</li> <li>"Made in Italy" certification</li> <li>"Bacteria Blocker Silverguard" exclusive antibacterial treatment, applied to all worktop and laminated surfaces</li> <li>Use of ceramic "ACTIVE Clean Air &amp; Antibacterial Ceramic" panels, with antibacterial and anti-odour features</li> </ul>	
<b>Customer satisfaction</b>	Customer satisfaction in terms of requirements and expectations	Current positive	Offering customers a multi-functional product with the option of a high degree of customisation, in line with their requirements and expectations <ul style="list-style-type: none"> <li>Quality Management System compliant with standard ISO 9001</li> <li>Research and Development activity focussed on multi-functionality and the customisation of components</li> <li>Sharing the "KITchen Care Box" with the customer and option to extend the guarantee covering the kitchen up to 5 years</li> <li>"Bacteria Blocker Silverguard" exclusive antibacterial treatment, applied to all worktop and laminated surfaces</li> <li>"Made in Italy" certification</li> <li>Use of ceramic "ACTIVE Clean Air &amp; Antibacterial Ceramic" panels, with antibacterial and anti-odour features</li> </ul>	

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	MAIN PRACTICES/PROVISIONS AND ACTIVITIES
	<b>Health and safety in the workplace</b>	Incidents in the workplace	Potential negative	<ul style="list-style-type: none"> <li>Accidents and/or incidents in the workplace, with negative consequences for the health of direct employees or external contractors</li> </ul> <ul style="list-style-type: none"> <li>Occupational Health and Safety Management System compliant with standard ISO 45001</li> <li>Risk Assessment Documents (DVR) compliant with Legislative Decree 81/2008</li> <li>Integrated HSE Policy</li> <li>Monthly meetings on issues relating to Health and Safety</li> <li>Periodic training on the subject of Health and Safety</li> </ul>
	<b>Solidity and economic performance</b>	Generation and distribution of economic value to stakeholders	Current positive	<ul style="list-style-type: none"> <li>Generation of economic value and fair distribution to stakeholders (eg. employees, suppliers, community)</li> </ul> <ul style="list-style-type: none"> <li>Prudent approach and structured planning processes</li> <li>Identification and management of the risks and uncertainties to which Veneta Cucine is exposed</li> </ul>
	<b>Ethics and integrity</b>	Non-ethical business conduct	Potential negative	<ul style="list-style-type: none"> <li>Negative impacts on people and economic systems generated by potential unethical conduct (eg. corruption)</li> </ul> <ul style="list-style-type: none"> <li>Organisation, Management and Control Model in accordance with Legislative Decree 231/01</li> <li>Drawing up and dissemination of a Code of Conduct 231</li> <li>Existence of a Supervisory Body (SB)</li> <li>Existence of channels for reporting to the SB that guarantee the anonymity of the reporter</li> </ul>

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	MAIN PRACTICES/PROVISIONS AND ACTIVITIES	MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	MAIN PRACTICES/PROVISIONS AND ACTIVITIES
<b>Product innovation and sustainability</b>	Product and process innovation with positive effects on people and economic systems	Current positive	Development and implementation of processes, technologies and Research and Development activities able to guide the Company in scenarios for the transformation of residential models and the interpretation of the latest customer needs	<ul style="list-style-type: none"> <li>Existence of a Creative Director who interprets brand values and customer needs</li> <li>Focussed Research and Development activities concerning multi-functionality and customisation of components</li> <li>Periodic investments with a view to improving manufacturing efficiency</li> </ul>	<b>Inclusion, development and staff well-being</b>	Satisfaction and psychological and physical well-being of personnel	Current positive	Employee satisfaction through the development of activities aimed at enhancing employee well-being	
<b>Inclusion, development and staff well-being</b>	Creation of jobs and pathways for new employees	Current positive	Creation of jobs and work opportunities through the introduction of resources and talent into the Company	<ul style="list-style-type: none"> <li>Definition of goals and activities forming part of the Veneta Cucine sustainability strategy, in line with the "Furniture Pact" guidelines</li> <li>"Italy's Best Employers" award since 2019</li> <li>Definition of pathways for growth aimed at enhancing employee potential</li> <li>Existence of channels for reporting to the SB which guarantee anonymity for the reporter</li> <li>Implementation of a result-oriented Welfare bonus based on the achievement of certain performance indicators</li> </ul>	<b>Energy consumption and combatting climate change</b>	Energy consumption	Current negative	Consumption of electricity and fuels with resulting negative impacts on the environment and reduction in energy stocks	<ul style="list-style-type: none"> <li>Environmental Management System compliant with standard ISO 14001</li> <li>Definition of goals and activities forming part of the Veneta Cucine sustainability strategy, in line with the "Furniture Pact" guidelines</li> <li>Existence of an Energy Manager</li> <li>Production of electricity from renewable sources thanks to photovoltaic plants at the factory in Olmi di San Biagio di Callalta (TV)</li> <li>Purchase of 100% of electricity from renewable sources</li> </ul>
	Training and development of workers' skills	Current positive	Improvement of workers' skills through training and professional development activities			Generation of direct and indirect GHG emissions (Scope 1 and Scope 2)	Current negative	Contributo al Contribution to climate change through direct and indirect GHG emissions connected with the activities carried out on the Company's sites and premises	
	Staff remuneration	Current positive	Fair remuneration policies that value the skills of employees						
	Discrimination and non-inclusive practices in the workplace	Potential negative	Negative impacts on employee satisfaction and motivation due to potential discriminatory behaviour (e.g. related to gender, age, ethnicity, etc.) or other non-inclusive practices			<b>Eco-design and circular economy</b>	Eco-design and circular economy	Potential negative	<ul style="list-style-type: none"> <li>Definition of goals and activities forming part of the Veneta Cucine sustainability strategy, in line with the "Furniture Pact" guidelines</li> <li>Prevalent use of 100% recycled or FSC-certified wood composites</li> <li>Use of full-cycle water-based coating for the treatment and decoration of wood surfaces</li> </ul>

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	MAIN PRACTICES/PROVISIONS AND ACTIVITIES
<b>Eco-design e circular economy</b>	Consumption of resources and raw materials for the manufacturing process and company activities	Current negative	Use of natural resources and raw materials in the manufacturing process with resulting negative impacts associated with increase in waste and reduction of natural stocks	
	Production of hazardous and non-hazardous waste	Current negative	Production and disposal of hazardous and non-hazardous waste from the Company's manufacturing activities	
<b>Responsible management of supply chain</b>	Creation of value for local suppliers	Current positive	Support for local economic development in the areas in which the Company operates through the promotion of purchases from local partners	<ul style="list-style-type: none"> <li>• Definition of goals and activities forming part of the Veneta Cucine sustainability strategy, in line with the "Furniture Pact" guidelines</li> <li>• Drawing up and dissemination of a Code of Conduct 231</li> <li>• valuation of suppliers and gradual inclusion of ESG criteria</li> </ul>
	Environmental impacts along the supply chain	Current negative	Negative impacts related with the procurement of goods and services from suppliers, in particular the impacts generated by these on environmental aspects	
	Social impacts along the supply chain	Potential negative	Negative impacts related to the procurement of goods and services from suppliers, in particular the impacts generated by these on social aspects	



The list of material issues shows that the topics of **"Safety and quality of products and services"**, **"Customer satisfaction"** and **"Health and safety in the workplace"** are key. These issues all concern aspects of primary importance that are fully consolidated in Veneta Cucine's corporate dynamics and business model. Other predominant issues are **"Solidity and economic performance"** and **"Ethics and integrity"**, which are considered essential prerequisites for all the activities carried out by Veneta Cucine. The process of updating the materiality analysis envisaged the involvement of the Sustainability Team under the leadership of the director with responsibility for sustainability, who was in charge of collecting all the considerations and feedback from the Board of Directors, sharing and validating with these the final list of material issues to be reported and their related impacts. The "Appendix" section of this document contains an in-depth discussion on the connection between impacts, GRI indicators and Veneta Cucine's involvement both through its own activities and as a result of its business relations.



## 03. PRODUCTS

# 1. INNOVATION, SUSTAINABILITY AND SAFETY

Keeping pace with the evolution in residential models and growing ecological awareness translates for Veneta Cucine into an on-going commitment, which is both economic and human.

On the strength of an evolved entrepreneurial culture, Veneta Cucine handles an extraordinarily large volume of production featuring high quality standards, the fruit of the most advanced technologies and the most

skilled forms of craftsmanship. Reliability, beauty and a keen eye on the environment are the values that distinguish a range of offerings divided up into areas of taste, interpreted both in the light of the most up-to-date forms of aesthetic research and by reinterpreting the wealth of tradition according to a new approach inspired by highly evolved functionality. All this while offering affordable products that are consistently in keeping with

*Green Thinking  
Veneta Cucine*

the development of new ways of "living interior space" and respectful of sustainability paradigms.



Veneta Cucine's commitment is centred upon **improving environmental aspects of products at all stages of their life**, an objective that is pursued by obtaining **certifications** relating on the one hand to **management systems**, and on the other to products that are evaluated both in terms of the **materials used** and the impact of specific **manufacturing processes**.

## • MANAGEMENT SYSTEMS

As a guarantee of quality and transparency towards its customers, Veneta Cucine has obtained numerous certifications over the years:



In 2003 the Company acquired **ISO 9001** certification for its **Quality Management System**, while in 2012, it achieved **ISO 14001** certification thanks to production methods and the use of environmentally friendly materials (**Environmental Management System**). In 2013 came OHSAS 18001 certification, later to become **ISO 45001**, with the aim of ensuring an ever greater focus on the health and safety of workers (**Occupational Health and Safety Management System**).

Veneta Cucine's commitment to spreading a new culture of sustainability is also manifested in its desire to guarantee the highest **standards of health and safety of products and materials**:

- **MADE IN ITALY – compliance with technical and safety standards**

For Veneta Cucine, design also means enhancing the qualities of Made in Italy. It was for this reason that in 2019 the Company was awarded "**Made in Italy**" **certification**, issued by Cosmob and Catas. This certification attests not only the Italian origin of the product but also compliance with all technical and safety standards in force for kitchen furniture. The decision to obtain this product certification was taken with a view to further increasing transparency towards the end consumer, whether Italian or foreign, in the awareness that it is a duty to tell how things are done, as this helps to strengthen trust in the brand. In this perspective, Veneta Cucine undergoes periodic checks on product quality and compliance with the limits set by the certification scheme, while at the same time carrying out constant internal checks to test the strength/durability, safety and aesthetics of the components used.



**IT**

**CATAS**  
Testing Certification Research

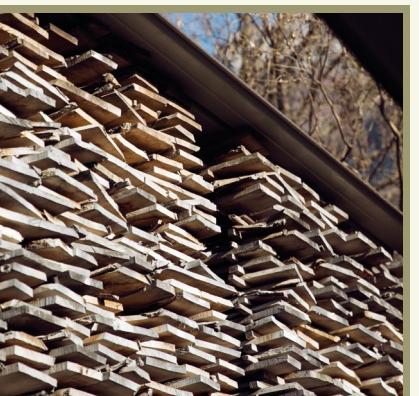
# MATERIALS: WOOD

## CONSCIOUS USE

- **ORIGINATING EXCLUSIVELY FROM THE EU**

In the EU, the safeguarding of forests is enshrined and protected by **European Regulation no. 995/2010** of the European Parliament and of the Council which, in consideration of the fact that: "(1) Forests are a source of numerous environmental, economic and social benefits..." "(3) Illegal deforestation is a widespread problem of major international concern..." sets out the obligations of operators who market timber and timber products, providing:

- a ban on introducing illegally harvested timber and timber products on the EU market;
- the obligation to adopt a Due Diligence System for companies introducing timber products on the EU market for the first time ("Operators");
- the obligation for companies to guarantee the traceability of timber and timber products.



Wood Division

The origin of the wood used by Veneta Cucine is exclusively European, for woods such as oak, cherry, chestnut, ash and alder. The choice of when to fell the trees is extremely important, which is strictly during their dormant period, that is, in winter. During these months, the sugars are converted into starches making them less attractive to those parasites (insects and fungi) that often cause permanent damage to both the structure and the natural colouring of the wood.

- **REGENERATED OR RECYCLED MATERIAL**

To reduce environmental impact, Veneta Cucine promotes the use of regenerated or recycled materials. This enables a smaller amount of raw materials to be used and helps give existing materials a new life. Most of Veneta Cucine's chipboard panels are made from recycled or regenerated material, or alternatively have FSC (Forest Stewardship Council® for the responsible management of forests) certification.

**94,3%**  
of chipboard used  
comes from recycling

**71,2%**  
of wood material used  
comes from recycling

- **FORMALDEHYDE EMISSIONS – USE OF PANELS IN COMPLIANCE WITH THE STRICT CARB ATCM Phase II or U.S. EPA TSCA Title VI REGULATIONS**

Formaldehyde is a substance very commonly found in nature and occurs as a colourless gas that takes on a typical odour at high concentrations. Wood is one of the many materials that contain this substance.

In wood-based products it is used as an adhesive in the manufacturing of panels. It is known that high levels of formaldehyde can have adverse effects on health.

For these reasons, Veneta Cucine has decided to use **materials with a low formaldehyde content** for its panels in compliance with the most stringent American regulations - **CARB ATCM Phase II and U.S. EPA TSCA Title VI**. This certification, which imposes very restrictive minimum levels, provides for almost all wood-based products. For the shell in white finish and the panels used on worktops and counters, alternatively, materials are used that comply with standard UNI EN 309 for low formaldehyde content (class E1, in accordance with test standard EN717-1).



- **WATER-BASED PAINTING**

In 2006 Veneta Cucine, ahead of its time, introduced full-cycle water-based painting for wood doors (both solid wood and veneered) and for some types of matte lacquered doors. This production method allows the integrity and strength of the product to be better preserved by using water to dilute the paint applied to the surface. This change to the production process required considerable investment of resources and time to achieve both an excellent quality result and a drastic reduction of toxic emissions into the environment during the manufacturing cycle compared to manufacturing cycles that use solvents. Also in the choice of finishes, preference is given to the use of colours and materials with a lower impact at manufacturing and life-cycle level, such as for example, the softer white, which requires fewer processing steps and has a lower impact on the environment.



## PLASTICS

### ANTI-BACTERIAL TREATMENT

Veneta Cucine promotes the use of **recyclable material**; for this reason, doors that involve the use of plastic materials are made exclusively from PET. PET is in fact a 100% recyclable material and does not lose its fundamental properties during the recovery process; it can therefore be processed repeatedly with excellent results.

In addition, it is a tasteless, corrosion-resistant, anti-seepage material.



- **BBS**

Veneta Cucine's commitment to disseminating a new culture of sustainability is also manifested in its desire to guarantee the highest standards of health and safety. This is demonstrated by the achievement of another important milestone in 2011: Veneta Cucine kitchens are in fact the first and only ones on the market to undergo the **exclusive anti-bacterial treatment BBS®, Bacteria Blocker Silverguard**, applied to all worktops and laminated surfaces that may normally come into contact with food substances: worktops and shells. The anti-bacterial treatment using silver ions reduces the proliferation of bacteria by 99.9%, exerting a sanitising effect that remains unchanged over time because silver, not being a liquid and being incorporated in the form of particles, does not evaporate. In other words, bacteria are first rendered harmless and then prevented from proliferating, disappearing permanently from contact surfaces and laminated kitchen worktops. The BBS® solution can be requested as an optional on models in the Veneta Cucine range.



## CERAMIC

- **ACTIVE Clean Air & Anti-bacterial Ceramic**

Veneta Cucine uses **ACTIVE Clean Air & Anti-bacterial Ceramic**, the only photocatalytic, anti-pollution and anti-bacterial ceramic in the world with ISO 10678, ISO 27448-1, ISO 27447, ISO 22196 and UNI 11484 certifications. ACTIVE panels purify the air of hazardous pollutants, eliminate bacteria, destroy odour-causing molecules and are easier to clean due to their greater hydrophilicity. All this is made possible by the application of titanium dioxide (TiO<sub>2</sub>) to the ACTIVE Clean Air & Anti-bacterial Ceramic panels, which transforms them into a photocatalytic material. Photocatalysis on ACTIVE panels causes a powerful oxidation process to take place in the presence of air, moisture and light, leading to the decomposition of organic and inorganic contaminants that come into contact with the ceramic surface.



In addition, the composition of the ink and the fixing of the TiO<sub>2</sub> at high temperature makes the surface of these panels unalterable and extremely resistant to abrasion. The result is a guarantee of permanent photocatalytic effectiveness over time.

#### EFFECTIVELY ELIMINATES BACTERIA

Eliminates 99.99% of bacteria

The photocatalytic process of ACTIVE 2.0 leads to the decomposition of up to 99.99% of all bacteria that come into contact with the panels, from the most common, such as *Escherichia Coli* to the most dangerous, such as methicillin-resistant (antibiotic resistant) *Staphylococcus Aureus*. ACTIVE 2.0 even has anti-bacterial properties in the dark or with LED lights, due to the combination of titanium dioxide and silver, which improves and enhances the anti-bacterial action.

#### EFFECTIVELY ELIMINATES ODOURS

Eliminates bad odours

Bad odours are eliminated, resulting in more pleasant environments. ACTIVE is able to degrade the main molecules responsible for bad odours. In fact, the catalytic process leads to the degradation of odorous organic molecules that come into contact with the surfaces of ACTIVE. In ACTIVE 2.0, the anti-odour properties have been enhanced through the use of digital printing technology, which enables a more even distribution of the titanium dioxide and silver over the surface of the panels, and thanks to the presence of silver, which is added to the micrometric TiO<sub>2</sub>, and has always been used in ACTIVE Clean Air & Antibacterial Ceramic™.

#### EFFECTIVELY ELIMINATES POLLUTION

Purifies the air

Thanks to the photocatalytic process, volatile molecules of hazardous pollutants, such as nitrogen oxides (NO<sub>x</sub>) and volatile organic compounds (VOCs) are converted into harmless substances. ACTIVE 2.0 is able to degrade hazardous pollutant molecules more effectively and more potently thanks to the use of digital printing technology, which enables a more even distribution of the titanium dioxide and silver over the surface of the panels.

#### EFFECTIVELY CLEANS ITSELF

Super hydrophilic

Fast and easy cleaning, resulting in a reduction in the use of aggressive and expensive detergents. Thanks to the photocatalytic properties of ACTIVE 2.0, dirt adheres less to the surface of the panels, which are easier to clean. This property, known as "self-cleaning", allows surfaces to be simply cleaned with water and neutral detergents, thus avoiding aggressive, often toxic and more expensive ones.

## 2. CUSTOMER SATISFACTION AND DISTRIBUTED DESIGN AND PLANNING

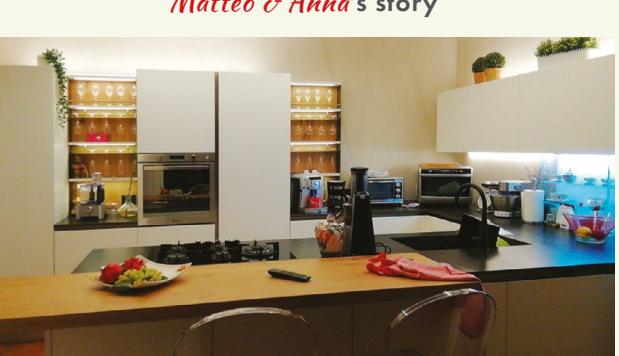
Meeting the expectations and needs of its customers is a number one priority for Veneta Cucine. The desire to offer an ever-better product, combined with the determination and skills of all employees, are just some of the elements that allow the Company to position itself amongst the European market leaders today. Veneta Cucine's commitment is not limited to producing and delivering high quality kitchens at affordable prices but goes beyond this with the aim of establishing a direct relationship with its customers based on trust. The Company, in fact, accompanies them and supports them in recreating environments that reflect

their ideas and offers the possibility free of charge to extend the **guarantee up to five years**, by simply filling in a form present on the [venetacucine.com](http://venetacucine.com) website. Customers are offered products that best meet their needs, with the best technical features and specifications. Focus on the customer translates for Veneta Cucine into honesty and transparency; this is why accurate, timely and complete information is always provided in the business relationship in order to enable the purchaser to make a fully informed decision.

In 2022, a statistical survey carried out by a research institute on a sample of 150 dealers ranked Veneta Cucine in first place among the leading Italian kitchen brands. The more than 15 assessment criteria used, including innovation, technical assistance, punctuality in deliveries and the ease of communicating with the Company highlighted Veneta Cucine's leadership position due to the strength of its brand, its support in setting up fixtures and the "ease of contact" and servicing.



"Just as I wanted it: the warmth of the wood and purity of white make it bright, cosy and unique."



"A dream come true where I found comfort, practicality, beauty and elegance."

### Research and Development: ideas, at the service of the brand

At the very heart of Veneta Cucine are its Research and Development activities, which guide the Company in scenarios of transforming residential models and in the interpretation of the latest consumer needs. In recent years, the kitchen has increasingly become an "augmented space", a privileged place of homely enthusiasm and a participant in day-to-day relationships. In this context, Veneta Cucine identifies itself in a kitchen that expands and does not negate itself, thus increasing its functionality and opening up to patterns of usage associated with new dynamics, such as smart working. Great attention is therefore given to the product matrix, which is increasingly broader and tailored to customers' needs and to combining different systems. Veneta Cucine's Creative Director, together with colleagues in the Research and Development Department, is the interpreter of the brand, safeguarding its values and steering its evolution towards the future, strengthened by an awareness: the future is yet to be designed. In this scenario, product marketing moves synergistically, as in an "orchestra", with colleagues from Research and Development, with the aim of offering its customers products able to place the person at the same level as the brand, creating total empathy, a perfect symbiosis.

### Distributed customisation

"Be personal" is the philosophy followed by Veneta Cucine, in other words, the skill of knowing how to choose the best combination of materials and finishes. This is an original way of expressing the essence of the product and its uniqueness. The more contemporary lines are associated with the idea of essentiality; simplicity and elegance are linked to the concept of "modernic" through which distinctive features from the past are updated and reinvented. In between

lie infinite possibilities and variations in both aesthetics and design that are brought to the attention of the individual and his or her need for expression. Those who choose find themselves transformed from spectator to actor, to protagonist of their creative taste. The possibility of playing with the infinite options for customisation through arrangements and juxtapositions of styles allows Veneta Cucine to bring out the individual customer's uniqueness.



### Internal accessories

Ergonomics, optimisation of spaces and functionality. These are the characteristics that make internal accessories the strong point of a kitchen that is perfect in every detail. The high quality of the materials guarantees

the smoothness of the movements, the stability of the frames and the extreme quietness of the mechanisms. The vast range of products on offer allows each individual kitchen element to be configured to suit one's needs.

## Industrial investments

Various investments have been made over the years to improve the manufacturing efficiency of the plants, with the aim of consistently offering customers a product with extraordinary qualities.

In fact, in 2008, Veneta Cucine introduced the fully automated HOMAG production line with the capacity to manufacture 4 types of finished and packaged kitchen components: worktops, shelves, counters and doors.

In February 2015 Veneta Cucine then completed the installation of an automated warehouse, designed for the Company's specific needs for storing and sorting packages on the loading floors. The automated warehouse has led to an internal rationalisation of procedures and space and now guarantees customers the traceability of their orders throughout the production and shipping stages.

This was followed in 2016 by "Lotto 1", the first automatic plant for just-in-time cutting and edging of highly customised elements to respond even more immediately and precisely to the needs of customers. To date, there are 3 "Lotto 1" plants and the fourth is planned to be built during 2023. Veneta Cucine is committed to ensuring that its projects

become to all intents and purposes life projects, i.e. ones that embrace the logics and models of sustainability.

This ambition has prompted the Company to develop its own "Green Thinking", an ecological way of thinking placed at the service of innovation that not only increases the functionality of products but also contributes to reducing pollution and preserving the health of the user.

**6.000** Codes managed  
**400** WORKTOP Variants  
**10** Systems  
**40** Models  
**over 300** Material and Colour Finishes

## Technical Veneta Cucine Ceramic and Quartz worktops

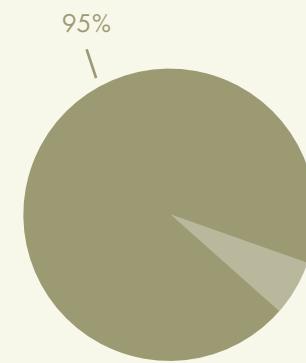
Caranto is the new line of technical ceramic and quartz worktops from Veneta Cucine. Caranto is synonymous with design and ensures standards of absolute quality and beauty, in its many variations. The countless finishes, in both quartz and ceramic, meet all requirements. Caranto also becomes a furnishing accessory. Caranto is not just a kitchen worktop; ceramic and quartz can be shaped and applied to sides, breakfast bars and splashbacks. Caranto technical worktops are certified by the best international bodies to guarantee customers the high standard of reliability that is a feature of all Veneta Cucine products.



## 3. THE RESPONSIBLE SUPPLY CHAIN

Veneta Cucine integrates sustainability into the entire supply chain, so as to responsibly manage relations with its suppliers and procurement processes. In this regard, being aware of the impacts deriving from the entire supply chain, the Company has drawn up and disseminated a Code of Conduct that, along with other aspects, codifies the correct rules of behaviour to be followed by all subjects that enter into relations with Veneta Cucine, in keeping with the principles of social and environmental ethics. The Company plays an active part in the relationship with suppliers, ensuring the continuity and growth of the business while encouraging dialogue based on trust and serious-mindedness. The suppliers considered the most strategic periodically undergo strict evaluation and screening criteria, some of which include the analysis of social and environmental aspects. In 2022, the total value of Veneta Cucine's purchases amounted to around 244 million euros, with a 21% increase compared to 2021, demonstrating the good performance of the business. The Company also recognises the importance of supporting and enhancing the local economy; spending with "local" suppliers, i.e. those business partners with registered offices in Italy, represents 95% of total spending, and increased in absolute value by 22% compared with the previous financial year. Veneta Cucine's

total suppliers for 2022, are about 500, 78.6% of which are Italian. The data confirm the Company's sensitivity in favouring, wherever possible, relations with subjects having their facilities in Italy, in order to contribute to the economic development of the territory by fostering better organisational capacity and reducing the amount of emissions deriving from long-distance travel. Raw materials are chosen by focussing particularly on quality and sustainability of the end product, within a perspective of the circular economy. A key element for the Company is Research and Development which, together with the Purchasing Department, ensures the use of increasingly sustainable materials. The raw materials used are periodically tested and analysed to ensure that products consistently meet the highest quality standards.



of Veneta Cucine's total spending in 2022 is on Italian suppliers.



A high-angle, aerial photograph of the ocean at sunset. The water is a deep, dark blue, with white and light blue foam from breaking waves creating a textured, swirling pattern across the surface. The horizon line is visible in the distance, where the ocean meets a sky with a warm, golden glow.

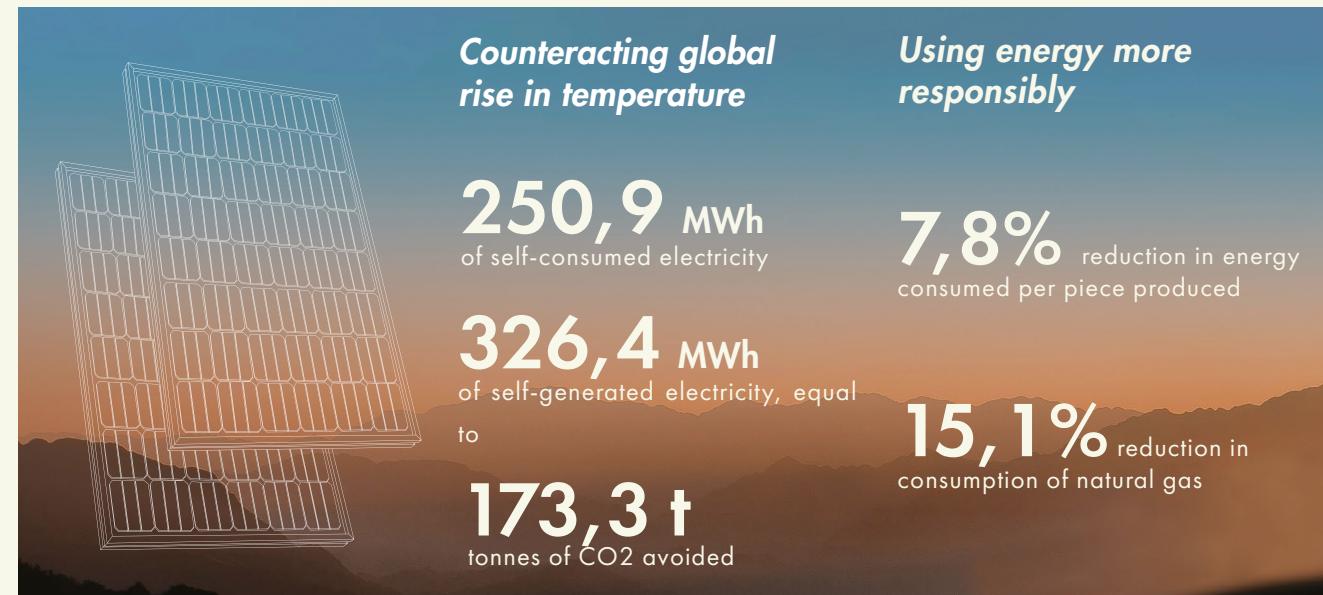
# 04. ENVIRONMENT

## 1. ENVIRONMENTAL MANAGEMENT POLICIES

Veneta Cucine integrates environmental sustainability into the main pillars of its business strategy, and through its "Green Thinking" model aims to create shared value along the entire supply chain by minimising negative externalities. Back in 2012, Veneta Cucine adopted an Environmental Management System in accordance with standard **UNI EN ISO 14001**, in order to continuously improve its processes with a view to minimising inefficiencies, waste and the impact of business activities, limiting the consumption of non-renewable resources, the production of waste, emissions into the atmosphere and the use of water as well as minimising the use of

substances harmful to mankind and the environment. The Environmental Management System adopted by Veneta Cucine is a testimony of the Company's dedication to managing activities in keeping with the environment and demonstrates its commitment to limiting pollution and meeting legal requirements. The System is subject to an annual audit by the TÜV Italia certification body. In addition, internal monitoring allows any anomalies to be detected in good time and deviations from formalised procedures to be intercepted. Once a year, Veneta Cucine draws up an environmental improvement programme to compare performance against targets, ex-

amine objectives for the current year and present and future improvement projects. Furthermore, as part of the Furniture Pact, Veneta Cucine has identified four specific areas of intervention for the environmental component: climate, eco-efficiency, product sustainability, and circularity and up-cycling. For these areas, as well as for the others, the Company has adopted appropriate processes for collecting and reporting relevant data and information in accordance with accredited standards and measuring tools.



## 2. ENERGY CONSUMPTION AND THE IMPACTS OF EMISSIONS

Veneta Cucine places the preservation and protection of the ecosystem at the centre of its activities by setting ambitious targets that include investments in more advanced technologies and significantly reducing its energy consumption.

Investments made by the Company over the years are intended to further boost product excellence while ensuring environmental and economic sustainability. The Company has therefore embarked on its own path towards the use of clean energy, equipping itself with a photovoltaic system at the Olmi di San Biagio di Callalta (TV) factory in 2020 and thus starting to self-produce a part of the energy necessary for manufacturing activities. An important step forward was made in 2021, with the decision to purchase only electricity from renewable sources for the man-

faturing sites and for some of the premises of mono-brand dealers.

By July 2023, Veneta Cucine plans to expand its green infrastructure with a photovoltaic plant of around 2 MWp at its Roncade (TV) site, capable of meeting 18% of the factory's entire energy needs. The plant will make it possible to significantly reduce consumption from the grid, as well as offset recent cost fluctuations on the energy market. It is also noted that, during 2023, the Company plans to expand the existing photovoltaic plant at San Biagio di Callalta with another 400 kWp.

Since 2015, Veneta Cucine has periodically carried out energy diagnostics to fulfil the obligations set forth by Legislative Decree no. 102/2014, a procedure aimed at providing adequate knowledge

about the energy consumption profiles of manufacturing plants and at identifying savings within a logic of cost and benefit. As part of the diagnosis carried out in 2019, specific energy efficiency measures were identified such as the completion of the monitoring system, the replacement of existing electric motors with highly efficient ones, the installation of a device to recover heat from the compressors and optimisation of the suction system. The next analysis is scheduled for December 2023.

Veneta Cucine uses electricity and natural gas primarily for its manufacturing activities and to heat workplaces, recording a decrease in consumption in 2022, compared to the previous year (-7.8% per piece produced).



### 3. ECO-DESIGN AND CIRCULAR ECONOMY MODELS

This reduction can be attributed to the milder winter but also to more attentive behaviour with regard to the use of lights and heating (such as the decision to lower the temperature, both on the shop floor and in offices, by 1.5°C), shared with staff through notices published on the company portal.

A very marginal share of the consumption is attributable to the use of diesel oil, which fuels a cleaning machine used for washing factory surfaces. The figures present a more than positive overall picture and are a direct reflection of the efficiency measures carried out by the Company over the years, which have enabled it to consolidate an operational efficiency that has succeeded

**97.419 GJ**

Total energy consumption in 2022

**2.649 tCO<sub>2</sub>**

Direct and indirect emissions  
Scope 1 + Scope 2 Market Based

**6.629 tCO<sub>2</sub>**

Direct and indirect emissions  
Scope 1 + Scope 2 Location Based



#### Water Consumption

Veneta Cucine's manufacturing process does not include the use of water. The use of water is limited to sanitary functions and is contained. Annual consumption is 17,389 cubic metres.

Veneta Cucine's ambition is to offer products and materials that are as compatible with the environment as possible. In this regard, product design from its earliest stages is of paramount importance because it is a pivotal variable in limiting the environmental impact of finished products.

In keeping with its "Green Thinking" model and the commitments made as part of the Furniture Pact, Veneta Cucine has chosen to use sustainable materials that preserve the natural

ecosystem and do not cause imbalances in the environment.

The total materials used by Veneta Cucine increased by around 10% with respect to 2021, in proportion to the increases in production volumes recorded between 2021 and 2022 (+8%).

With regard to protecting people's health as well as the environment, Veneta Cucine uses primarily an environmentally-friendly technique, full-cycle, water-based painting

#### Aesthetic excellence and sustainability: the "Ecocompatta" kitchen

Among its eco-design projects, Veneta Cucine has launched the "Ecocompatta" kitchen model with innovative and essential features onto the market: a kitchen module reduced to a minimum that looks like a simple parallelepiped with a shutter screened opening in the centre, complete with appliances (freezer, refrigerator, dishwasher, steam oven and electric oven), a waste separation system and a series of deep drawers and sliding storage space. The main feature, in keeping with eco-sustainable principles, can be seen in the reduction of the types of and amount of materials used: the shell, drawer bottoms and shelves are made of anti-bacterial laminate.

The medium density fibre doors undergo an engraving process to give them their characteristic appearance and are lacquered with water-based paints with an anti-bacterial additive.

The kitchen was presented at the Salone del Mobile and nominated for the 23rd Compasso d'Oro Award in 2014, becoming a subject of study as it is considered to be at the forefront of the industry. The new shell became a standard for Veneta Cucine, which aims to create as many combinations as possible following the aesthetic and physical characteristics that best represent it, including the use of FSC wood, panels made from recycled material, ceramic panels and anti-bacterial treatment.



## Communication Tools

With a view to reducing the amount of waste, and the impacts associated with this, Veneta Cucine has launched a new initiative aimed at reducing the impact of paper-based communications and designed for the end consumer: the **KITchen Care Box**.

The box, made from FSC cardboard, is delivered to the end consumer along with the kitchen and, through a QR code, allows the user and maintenance manual to be quickly consulted; it also provides the opportunity to extend the kitchen warranty up to 5 years. The KITchen Care Box is a tool designed to reduce impacts deriving

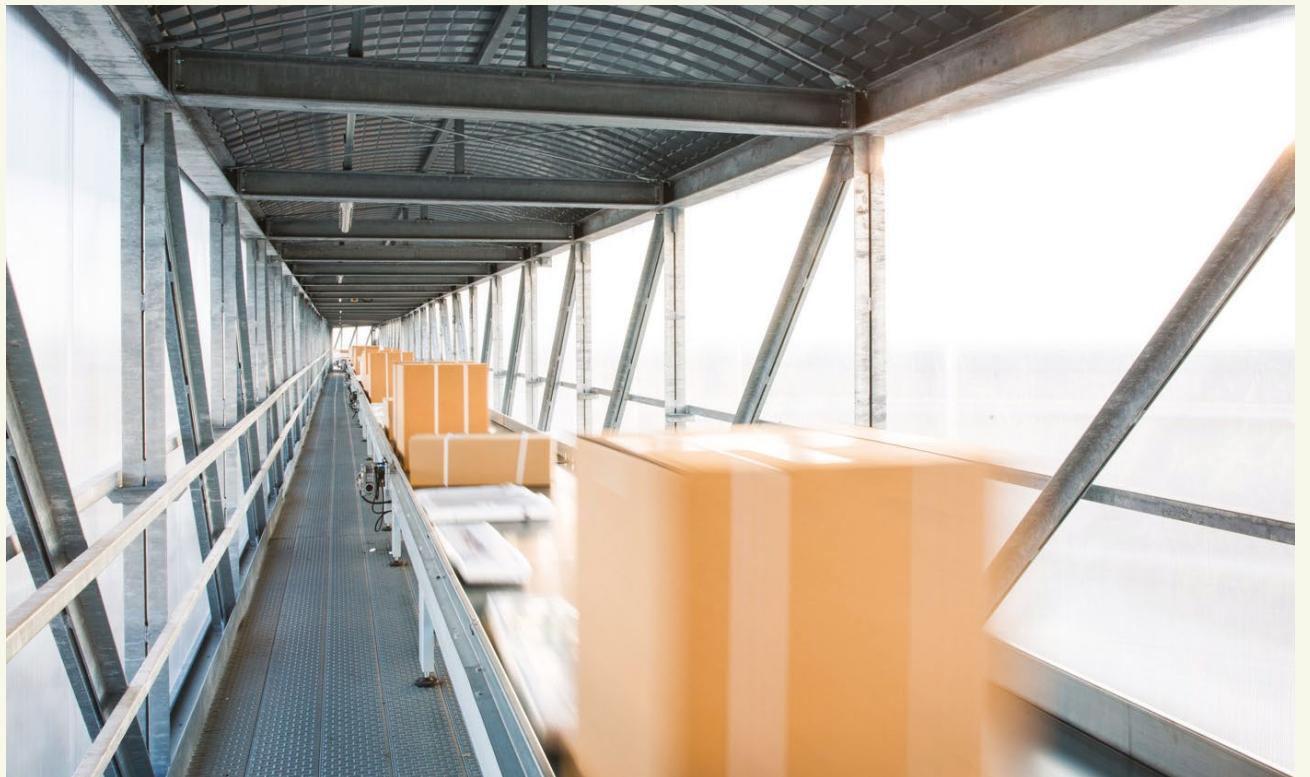


## Managing Waste

In 2022, Veneta Cucine produced almost 9,000 tonnes of waste. A slight increase was recorded (+6% compared to 2021), due to the increase in production in 2022. 98.7% of the waste went for recycling, further improving the figure by 1.5 percentage points compared to the previous year. The percentage of hazardous waste is very low and strict company procedures ensure its proper handling.



The share of waste sent for recycling in 2022



## Packaging

Veneta Cucine promotes the use of cardboard as the main raw material for its packaging, with a preference for that with recycled content.

- 86,5% cardboard packaging of total packaging
- 53,5% recycled material in packaging cartons

# 05. SOCIAL

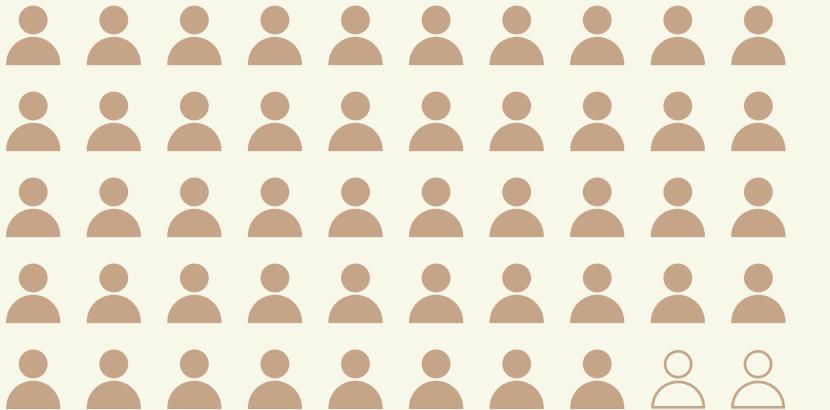


## 1. THE PEOPLE AT VENETA CUCINE

Veneta Cucine identifies the growth and development of its people as the key to its long-term business success. Caring for people and meticulous attention to their needs are the pillars on which the social responsibility model adopted by Veneta Cucine is based. Veneta Cucine is committed to ensuring a dynamic and inclusive working environment for all its staff. The driving force behind the strategic development of Veneta Cucine is provided precisely by the talent of its people, for whom ad hoc growth paths are devised for the purpose of enhancing the potential of each individual and ensuring full satisfaction. The focus of the Company's growth is centred, first and foremost, on the development of "in-house" skills, relying on internal job rotation, and turning to sources outside the Company only in a minority of cases.

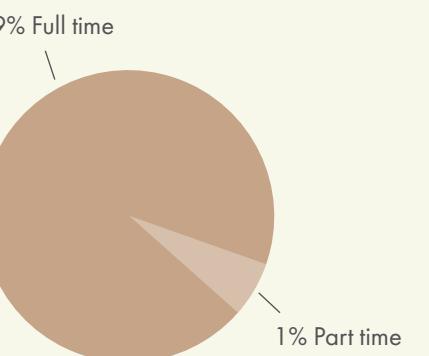


Participatory dialogue with its employees is an integral part of managing personnel at Veneta Cucine, which is aware of the importance of active involvement on people's well-being and, at the same time, on future resul-



**96%**  
Open-ended  
contracts

**496**  
Employees as of  
31 December 2022



ts. As proof of the positive environment established over time, since 2019 Veneta Cucine has been recognised as one of Italy's Best Employers, the title awarded by Corriere della Sera based on a Statista survey that measures the mood within Italian companies. The certification comes after a process of anonymous interviews in which the general opinion of internal staff is assessed with regard to company culture, motivation and attractiveness of the Company, and the perception of personnel from other companies in the industry regarding Veneta Cucine.

## 2. INCLUSION, DEVELOPMENT AND WELL-BEING OF PERSONNEL

As of 31 December 2022, Veneta Cucine employs a workforce of 496, with an increase of 6% compared to the previous year and has an almost stable turnover over time. Almost all employees, that is 96%, are employed under an open-ended contract. For its activities, Veneta Cucine also makes use of external workers, 137 temporary workers as of 31 December 2022, as well as other collaborators (consultants, freelance workers). For talented young people, for whom there are channels in place with a number of local universities, occasional work placement schemes are provided, at the end of which, upon successful outcome, an apprenticeship contract is often offered.



Inclusion, development and well-being of staff are key elements that can drive a company's success on the market. Veneta Cucine has drawn up internal policies and procedures for managing personnel, including recruitment practices. On this point, as already mentioned, the Company prefers job rotation and internal reallocation in order to enhance the skills of each resource that is already part of the Veneta Cucine family before resorting to recruitment from the outside. Interviews for technical and/or skills-specific roles are carried out by experts in the relevant area. In line with its ambition to help resources grow professionally, especially in the initial stages of life at the Company, Veneta Cucine pairs all new employees with a company tutor, who guides them in their learning by creating a strong bond of engagement with the person. Of particular interest is the training provided for the various functions according to their roles. Each function deals with the specific training and is responsible for its management and organisation: compulsory training for all employees is managed by the Safety and Environment Department, privacy training by the Privacy Manager and lastly, residual training by the Human Resources Department.

In 2022, Veneta Cucine delivered over 3,700 hours of training to its employees, at various organisational levels. The Company pays particular attention to the professional growth of

its employees by evaluating their performance over time. The Company, in fact, monitors the progress of its resources by comparing the employee's latest performance assessments with his or her initial ones. With regard to the observance of conduct in keeping

**over  
3700**

Hours of training  
delivered in 2022

with Veneta Cucine's values, a Code of Conduct has been drawn up as part of the Organisation and Management Model 231, which is available for consultation at the HR Departments in Biancade and Longarone. Likewise, a set of practical rules of conduct has been drawn up for the Human Resources Department to summarise the standards of good conduct to be adopted, which includes the principles and values to be followed. Furthermore, Veneta Cucine has formalised an anonymous whistleblowing channel that answers to the Supervisory Board, to give employees the opportunity to report on any non-compliance situation (such as, for instance, cases of discrimination). With regard to cor-

## 3. HEALTH AND SAFETY: A PRIORITY

porate welfare, the Company has implemented a performance bonus that is based on the achievement of certain predetermined performance indicators. Employees have the option to convert the bonus into welfare credits (not subject to taxation) and to use their wallet for products and services offered by various platforms. Lastly, it should be noted that all employees have access to the services of the company canteen, which enables them to enjoy a full lunch for a very small payment. With regard to work flexibility

tools, when the Covid-19 emergency began, Veneta Cucine gave its employees complete flexibility, making space for the psychological peace of mind of resources. At the end of the emergency period, the Company decided to regulate agile working, building on the positive experience, providing the possibility of a maximum of two days smart working a week at the employee's request, with the extension of an additional day for all mothers. Smart working is designed in such a way that each function always has a

physical person present thus ensuring adequate operability and rotation between employees.



The health and safety of its employees is for Veneta Cucine, as a manufacturing company, a top priority, especially within its manufacturing facilities. The Company has scrupulously assessed environmental, safety and health risks in the workplace, and constantly monitors safety, health and hygiene levels with particular reference to risks connected with chemical agents, noise, vibrations, handling of loads and other risks associated with industrial activities. In addition, Veneta Cucine has drawn up risk assessment documents, in compliance with the requirements of Legislative Decree 81/2008.

Veneta Cucine complies with legislation in force by disseminating among its employees a culture of prevention, alerting its employees to wear personal protection equipment and to use industrial technology and equipment in the correct manner so as to reduce the risk of incurring accidents that would have negative consequences both for the worker's health and the Company's image.

In order to do this, H&S training managed by the Safety and Environment Department remains the key variable, especially for those figures that play an active part in production, and therefore have a higher degree of risk. In line with the above, Veneta Cucine has established an integrated Quality, Safety and Environment Policy and implemented an Occupational Health and Safety Management System, in compliance with standard UNI ISO 45001.



dic meeting pursuant to Art. 35 of Legislative Decree 81/2008, the Company holds meetings, approximately monthly, to discuss the management of occupational health and safety issues.

The risk assessment is regularly updated if new risk conditions with respect to those already mapped (noise, dust, vibration, cancer risk, chemical and micro-chemical risk, and work-related stress) are identified. The most serious risks emerging from the assessment are manual

handling of loads, noise and risks associated with chemicals.

The number of accidents at work in 2022 was 13 (compared to 8 in 2021), against a 3% increase in hours worked. These were accidents of low severity, resulting mostly from the manual handling of loads.

In order to reduce the number of accidents, Veneta Cucine has taken corrective action with regard to automatic handling systems and handling aids.



0

serious accidents  
at work in 2022

## 4. THE LINK WITH THE LOCAL AREA AND COMMUNITY

Veneta Cucine contributes in an active manner to the development of the Company's synergies. Taking part in events and opportunities to promote the quality of the Made in Italy supply chain is a way to maintain a strong connection with all the players in the region and to publicise the Company's development while acquiring the best practices available from outside. That Veneta Cucine participates in so as to give visibility to the constant work

of its employees and increase the Company's synergies. Taking part in events and opportunities to promote the quality of the Made in Italy supply chain is a way to maintain a strong connection with all the players in the region and to publicise the Company's development while acquiring the best practices available from outside.



### Salone del Mobile, Milan

Veneta Cucine participated in the 60th edition of the 2022 Furniture Fair, held in June in Milan. At this special and unique design exhibition, Veneta Cucine presented its latest products and made available the best architects and designers to offer a tailor-made design experience.



### Veneta Cucine



### ExpoCasa

For home lovers, ExpoCasa is the most important event in North-East Italy entirely devoted to furnishing solutions and represents a benchmark for the industry, thanks to the presence of over 400 suitably selected companies from all over Italy.



### Esprit Meuble 2022

In November 2022, Veneta Cucine participated in Esprit Meuble, the international event that brings all furniture professionals together in Paris.

Design enthusiasts found this event a unique opportunity to do business, exchange and share information, discover the latest innovations, trends and collections of furniture, sofas, bedding, kitchens and decorations, with a special focus on sustainability.



### Moa Casa

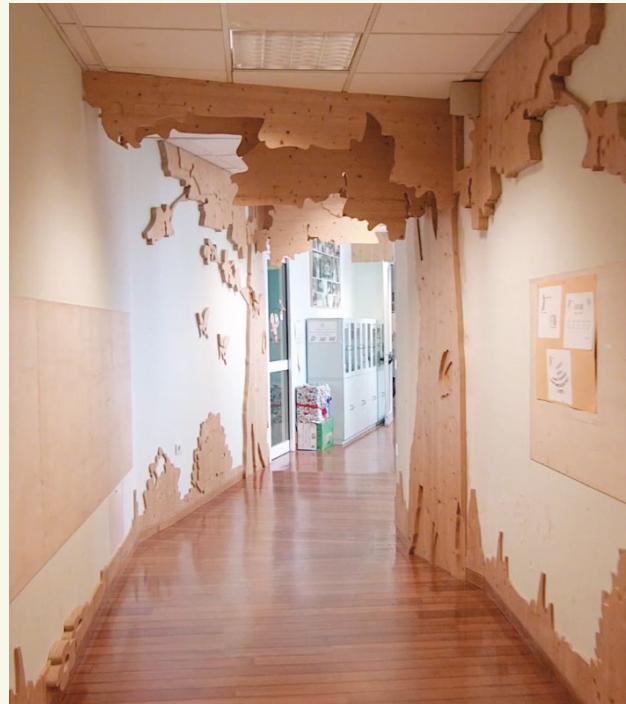
Veneta Cucine took part in the 46th edition of Moa Casa, which took place between October and November in Rome, welcoming hundreds of exhibitors from around Italy to celebrate the burgeoning world of home furnishing.



### Sporting Events

Veneta Cucine also participates as a sponsor in sporting events, including the Palermo Ladies Open – Women's Tennis International, a wonderful adventure involving major athletes that takes place against the backdrop of sun-drenched Sicily.

**Per Mio Figlio**  
Non-profit Association



The psychological and physical well-being of children is particularly close to the heart of Veneta Cucine. In 1997 the Company was a founding member of the non-profit association "Per mio Figlio" along with a group of entrepreneurs from Treviso. The primary objective of this association is to improve the quality of life of hospitalised children

and their parents through continuing activities within the paediatric wards of Treviso hospital. Since then the Company has been a member of the Board of Directors of the Association and supports the projects identified by the scientific committee made up of doctors from the hospital's paediatric area. The current project, for which funds are

being raised, is the "dream room" (Procedural AnalgoSedation Room (PASR): a room dedicated to procedural analgesedation is to be created to reduce pain and anxiety in hospitalised children needing to undergo surgery or a painful procedure.

**Costruisci  
un Sorriso**

"Costruisci un sorriso" is a legally recognised association, constituted in January 2020. It was set up by a number of volunteers who had already been operating for many years in the Democratic Republic of Congo. During their last trip there in November 2019, they had identified a site where there was an overwhelming need to provide education for the local children. Hence the Boscolac Project was started. With the generosity of many donors, a school with six classrooms, a teachers' room, toilets and a cistern for the recovery of water was built. The school now has around five hundred primary

school pupils and a vocational cutting and sewing course. The school is free of charge and all running costs, including the teachers' salaries, are borne by Costruisci un Sorriso. The project also includes the construction in the coming months of four workshops for four specialised vocational courses, which will train the young people and prepare them for the world of work. Veneta Cucine has therefore considered supporting the project to build the Marzia nel Cuore Medical Centre for the school's students. The objective of the medical centre is to provide treatment for pupils and also offer prevention from other di-

seases. In time it will also provide care for mothers and the rest of the community.



# 06. ANNEX



## NOTE ON METHODOLOGY

This document represents the Sustainability Report of Veneta Cucine S.p.A. (hereinafter also "the Company"), drawn up annually on a voluntary basis in order to describe the activities, initiatives and main achievements with regard to economic, environmental and social aspects and refers to the period from 1st January to 31st December 2022. The document addresses the Company's desire to share the most significant qualitative and quantitative information with regard to its corporate responsibility model with its stakeholders, with a view to continually increasing transparency. For the purposes of drawing up the Sustainability Report, reporting content was selected based on the results of the materiality analysis, which enabled relevant aspects, so-called "material aspects" for Veneta Cucine and its stakeholders to be identified;

for details please see the "Materiality Analysis" section of this document. The document was drawn up in compliance with the "Global Reporting Initiative Sustainability Reporting Standards" defined by GRI, under the option "In accordance". The reporting boundary refers to Veneta Cucine S.p.A., and includes the Company's offices and factories. Any changes to such boundary are duly noted within the document. In order to enable data to be compared over time and the Company's business trend to be evaluated; a comparison with the previous year's data is shown. In order to ensure the reliability of the data, recourse to estimates has been limited as much as possible; if these are present, they are suitably marked and based on the best methodologies available. This document was submitted to the Board of Directors of Veneta Cuci-

ne S.p.A. for approval on 10 October 2023 and, starting from this first reporting year, will be drawn up annually. The 2022 Sustainability Report has not been reviewed by an independent third party, and is also made public on the Company's website, which can be consulted at the following address: [www.venetacucine.com](http://www.venetacucine.com).

For information on the document, please refer to the following contact:

[info@venetacucine.com](mailto:info@venetacucine.com).



## CORRELATION WITH GRI STANDARDS AND INVOLVEMENT IN IMPACTS

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	GRI REFERENCE STANDARD	VENETA CUCINE'S INVOLVEMENT IN IMPACTS
<b>Safety and quality of products and services</b>	Negative impacts due to inadequate product quality and integrity characteristics	Potential negative	Development of products that do not meet industry quality and safety standards, with negative consequences on customer satisfaction and health	GRI 416: Customer and Safety (2016)	Caused by Company
<b>Customer satisfaction</b>	Customer satisfaction in terms of needs and expectations	Current positive	Offering customers a multi-functional product with the possibility of a high degree of customisation in line with their needs and expectations	N/A	Caused by Company
<b>Health and safety in the workplace</b>	Incidents in the workplace	Current negative	Accidents and/or other incidents in the workplace, with negative consequences for the health of workers or external collaborators directly involved	GRI 403: Occupational Health and Safety (2018)	Caused by Company
<b>Solidity and economic performance</b>	Generation and distribution of economic value to stakeholders	Current positive	Generation of economic value and fair distribution to stakeholders (e.g. employees, suppliers, community)	GRI 201: Economic Performance (2016)	Caused by Company

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	GRI REFERENCE STANDARD	VENETA CUCINE'S INVOLVEMENT IN IMPACTS	MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	GRI REFERENCE STANDARD	VENETA CUCINE'S INVOLVEMENT IN IMPACTS
<b>Ethics and integrity</b>	Non-ethical business conduct	Potential negative	Negative impacts on people and economic systems generated by potential unethical conduct (eg. corruption)	GRI 205: Anti-corruption (2016)	Caused by Company	<b>Inclusion, development and well-being of personnel</b>	Creation of jobs and integration pathways	Current positive	Creation of jobs and work opportunities through the hiring of resources and talents	GRI 401: Employment (2016)	Caused by Company
	Anti-competitive behaviour and monopolistic practices	Potential negative	Anti-competitive behaviour, anti-trust and monopolistic practices with negative impacts on the economy and markets	GRI 206: Anti-competitive Behaviour (2016)	Caused by Company		Training and development of workers' skills	Current positive	Improving workers' skills through training and professional development skills	GRI 404: Training and Education (2016)	Caused by Company
	Non-compliance with laws, regulations and standards	Potential negative	Non-compliance with laws, regulations, internal and external applicable standards with indirect impacts on employees, customers and suppliers	N/A	Caused by Company		Staff remuneration	Current positive	Fair remuneration policies that value workers' skills	N/A	Caused by Company
<b>Innovation and product sustainability</b>	Product and process innovation with positive outcomes on people and economic systems	Current positive	Development and implementation of processes, technologies and Research and Development to guide the Company in scenarios of transformation of residential models and in interpreting the latest customer needs	N/A	Caused by Company	<b>Discrimination and non-inclusive practices in the workplace</b>	Current negative	Negative impacts on employee satisfaction and motivation due to potential discriminatory behaviour (eg. related to gender, age, ethnicity, etc.) or other non-inclusive practices	GRI 405: Diversity and Equal Opportunity (2016)	Caused by Company	
						<b>Employee satisfaction and psychological and physical well-being</b>	Current positive	Employee satisfaction through the development of activities aimed at enhancing their well-being	GRI 406: Non-discrimination (2016))	Caused by Company	

MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	GRI REFERENCE STANDARD	VENETA CUCINE'S INVOLVEMENT IN IMPACTS	MATERIAL ISSUES	MAIN IMPACTS	TYPE OF IMPACTS	DESCRIPTION OF MAIN IMPACTS	GRI REFERENCE STANDARD	VENETA CUCINE'S INVOLVEMENT IN IMPACTS
<b>Energy consumption and combatting climate change</b>	Energy consumption	Current negative	Electricity and fuel consumption with resulting negative impacts on the environment and reduction of energy stocks	GRI 302: Energy (2016)	Caused by the Company and directly correlated through its business relations	<b>Eco-design and circular economy</b>	Production of hazardous and non-hazardous waste	Current negative	Production and disposal of hazardous and non-hazardous waste from the Company's manufacturing activities	GRI 306: Waste (2020)	Caused by Company
	Generation of direct and indirect energy GHG emissions (Scopes 1 and 2)	Current negative	Contribution to climate change through direct and indirect energy GHG emissions, related to the activities carried out on the Company's premises and sites	GRI 305: Emissions (2016)			Creation of value for local suppliers	Current positive	Support for local economic development in the areas in which the Company operates by promoting buying from local partners	GRI 204: Procurement Practices (2016)	Caused by Company
<b>Eco-design and circular economy</b>	Eco-design and circular economy	Potential negative	Potential lack of and/or wrongful consideration of eco-design principles that take end-of-life into account right from product conception and the design stage	N/A	Caused by Company	Environmental impacts along the supply chain	Current negative	Negative impacts connected with the procurement of goods and services from suppliers, in particular with impacts generated by these on environmental aspects	GRI 308: Supplier Environmental Assessment (2016)	Caused by Company	
	Consumption of resources and raw materials through the manufacturing process and the Company's activities	Current negative	Use of natural resources and raw materials in the manufacturing process with resulting negative impacts connected with the increase in waste and reduced natural stocks	GRI 301: Materials (2016)	Caused by Company		Potential negative	Negative impacts connected with the procurement of goods and services from suppliers, in particular with impacts generated by these on social aspects	GRI 414: Supplier Social Assessment (2016)	Caused by Company	

# ENVIRONMENTAL DATA

## ENERGY CONSUMPTION AND IMPACTS OF EMISSIONS

	2022	2021
Total energy consumption by source		
<b>Total energy consumption (GJ)</b>	<b>97.419</b>	<b>106.140</b>
of which from renewables (GJ)	46.387	46.569
of which from non-renewables (GJ)	51.032	59.571

	Total direct and indirect emissions	2022	2021
<b>Scope 1 direct emissions (tCO2)</b>	<b>2.649</b>	<b>3.091</b>	
<b>Scope 2 indirect emissions – Location based (tCO2)</b>	<b>3.980</b>	<b>4.000</b>	
<b>Scope 2 indirect emissions – Market based (tCO2)</b>	-	-	

	2022	2021
Total energy consumption by type		
<b>Total energy consumption (GJ)</b>	<b>97.419</b>	<b>106.140</b>
<b>of which electricity (GJ)</b>	<b>46.387</b>	<b>46.569</b>
purchased (GJ)	45.484	45.720
self-produced by PV system (GJ)	1.175	1.120
of which consumed (GJ)	903	850
of which sold/sent into network (GJ)	272	270
natural gas (GJ)	<b>51.032</b>	<b>59.571</b>
diesel (GJ)	47.160	55.556
gasolio (GJ)	11	11
diesel for car fleet (GJ) <sup>3</sup>	3.860	4.003

	Conversion factors	2022 GJ	2021 GJ	Source
1 kWh	0,0036	0,0036		
1 sm3 of natural gas for heating/production	0,0398	0,0397		
1 l of diesel for heating/production	0,0382	0,0387		
1 l of diesel – car fleet	0,0382	0,0382		

<sup>3</sup> All cars were considered "for company use", both for 2022 and 2021. Veneta Cucine is developing a more timely data collection process to provide the detail on "mixed-use" cars in the future.

Emission factors <sup>4</sup>	2022	2021	Source
Indirect emissions – Scope 2 (tCO <sub>2</sub> /KWh) – Location base	0,0003	0,0003	Terna, International Comparisons, 2019
Indirect emissions – Scope 2 (tCO <sub>2</sub> /KWh) – Market based	0,0005	0,0005	AIB, European Residual Mixes, 2022 e 2021
Natural gas for heating /production (tCO <sub>2</sub> e/smc)	0,0020	0,0020	
Diesel for heating /production (tCO <sub>2</sub> e/l)	0,0028	0,0028	UK Government - GHG Conversion Factors for Company Reporting, 2022 and 2021
Automotive diesel (tCO <sub>2</sub> e/l)	0,0026	0,0025	

<sup>4</sup> The emission factors reported by Terna, International Comparisons 2019 version, and by AIB, European Residual Mixes versions 2022 and 2021, are expressed in tonnes of CO<sub>2</sub>; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas (CO<sub>2</sub>e) emissions, as can be inferred from the relevant technical literature.



## WASTE

### Waste by composition and disposal modalities

Composition of waste (t)	2022	2021
<b>Wood shavings and sawdust</b>	<b>7.672</b>	<b>7.076</b>
of which disposed of	-	-
of which recovered	7.672	7.076
of which hazardous	-	-
<b>Paper and cardboard</b>	<b>414</b>	<b>396</b>
of which disposed of	-	-
of which recovered	414	396
of which hazardous	-	-
<b>Rolls, filters and cloth, tapes, sleeves</b>	<b>110</b>	<b>129</b>
of which disposed of	65	129
of which recovered	45	-
of which hazardous	-	-
<b>Packaging (mixed and wooden)</b>	<b>147</b>	<b>154</b>
of which disposed of	-	-
of which recovered	147	154
of which hazardous	-	-
<b>Iron and steel</b>	<b>83</b>	<b>52</b>
of which disposed of	-	-

Composition of waste (t)	2022	2021
of which recovered	83	52
of which hazardous	-	-
<b>Liquid paint and paint powder</b>	<b>104</b>	<b>79</b>
of which disposed of	3	2
of which recovered	101	77
of which hazardous	10	3,5
<b>Aluminium</b>	<b>80</b>	<b>88</b>
of which disposed of	-	-
of which recovered	80	88
of which hazardous	-	-
<b>Nylon and polystyrene</b>	<b>55</b>	<b>51</b>
of which disposed of	-	-
of which recovered	55	51
of which hazardous	-	-

Composition of waste (t)	2022	2021
<b>Electrical equipment and appliances</b>	<b>5</b>	<b>52</b>
of which disposed of	-	-
of which disposed of	5	52
of which hazardous	-	-
<b>Other</b>	<b>185</b>	<b>260</b>
of which disposed of	47	100
of which recovered	138	160
of which hazardous	39	34
<b>Total waste produced</b>	<b>8.855</b>	<b>8.336</b>
of which disposed of	115	230
of which recovered	8.740	8.106
of which hazardous	49	38
<b>% waste recovered out of total</b>	<b>98,7</b>	<b>97,2</b>
<b>% hazardous waste out of total</b>	<b>0,6</b>	<b>0,5</b>

# HUMAN RESOURCES DATA

## STAFFING LEVELS<sup>5</sup>

### Labour force (employees and external workers) by gender and contract type as of 31 December<sup>6</sup>

	2022			2021		
	M	F	Total	M	F	Total
Employees	431	65	<b>496</b>	404	64	<b>468</b>
Collaborators	4	2	<b>6</b>	5	2	<b>7</b>
Contracted workers	124	7	<b>131</b>	125	4	<b>129</b>
Work placements	-	-	-	-	1	<b>1</b>
<b>Total</b>	<b>559</b>	<b>74</b>	<b>633</b>	<b>534</b>	<b>71</b>	<b>605</b>

### Number of employees by gender and contract type as of 31 December

	2022			2021		
	M	F	Total	M	F	Total
Permanent staff	417	61	<b>478</b>	388	59	<b>447</b>
Fixed-term staff	5	3	<b>8</b>	7	1	<b>8</b>
Apprenticeships	8	1	<b>9</b>	9	4	<b>13</b>
With non guaranteed hours	1	-	<b>1</b>	-	-	-
<b>Total</b>	<b>431</b>	<b>65</b>	<b>496</b>	<b>404</b>	<b>64</b>	<b>468</b>

<sup>5</sup> The data on personnel shown in the tables are expressed as headcount.

<sup>6</sup> As regards distribution by geographical area, it should be noted that 100% of the workforce falls into the ca "North" category, which includes the following regions: Liguria, Lombardy, Piedmont, Valle d'Aosta, Emilia-Romagna, Friuli-Venezia Giulia, Trentino-Alto Adige and Veneto.

### Number of part-time and full-time employees by gender as of 31 December.

	2022			2021		
	M	F	Total	M	F	Total
Full time	428	62	<b>490</b>	400	57	<b>457</b>
Collaborators	3	3	<b>6</b>	4	7	<b>11</b>
<b>Total</b>	<b>431</b>	<b>65</b>	<b>496</b>	<b>404</b>	<b>64</b>	<b>468</b>

### Number of employees by professional category and gender as of 31 December (in percentages).

	2022			2021		
	M	F	Total	M	F	Total
Senior Managers	22	-	<b>22</b>	23	-	<b>23</b>
White-collar	85	63	<b>148</b>	83	61	<b>144</b>
Blue-collar	324	2	<b>326</b>	298	3	<b>301</b>
<b>Total</b>	<b>431</b>	<b>65</b>	<b>496</b>	<b>404</b>	<b>64</b>	<b>468</b>

### Number of employees by professional category and gender as of 31 December (in percentages).

	2022			2021		
	M	F	Total	M	F	Total
Senior Managers	100%	-	<b>100%</b>	100%	-	<b>100%</b>
White-collar	57%	43%	<b>100%</b>	58%	42%	<b>100%</b>
Blue-collar	99%	1%	<b>100%</b>	99%	1%	<b>100%</b>
<b>Total</b>	<b>87%</b>	<b>13%</b>	<b>100%</b>	<b>86%</b>	<b>14%</b>	<b>100%</b>

**Number of employees by professional category and age groups as of 31 December.**

	2022				2021				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Senior Managers	-	6	16	22	-	7	16	23	
White-collar	28	88	32	148	30	84	30	23	
Blue-collar	50	127	149	326	39	116	146	301	
<b>Total</b>	<b>78</b>	<b>221</b>	<b>197</b>	<b>496</b>	<b>69</b>	<b>207</b>	<b>192</b>	<b>468</b>	

**Composition of the Board of Directors as of 31 December, by age group**

	2022				2021				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Members (no.)	-	2	5	7	-	2	5	7	
Members (%)	-	29	71	100	-	29	71	100	

**Number of employees by professional category and age groups as of 31 December (in percentages).**

	2022				2021				Total
	<30	30-50	>50	Total	<30	30-50	>50	Total	
Senior Managers	-	27%	73%	100%	-	30%	70%	100%	
White-collar	19%	59%	22%	100%	21%	58%	21%	100%	
Blue-collar	15%	39%	46%	100%	13%	39%	49%	100%	
<b>Total</b>	<b>16%</b>	<b>45%</b>	<b>40%</b>	<b>100%</b>	<b>15%</b>	<b>44%</b>	<b>41%</b>	<b>100%</b>	

**Incoming employees by geographical area, gender and age group as of 31 December<sup>7</sup>**

	2022					Incoming turnover	2021					Incoming turnover	
	<30	30-50	>50	Total	Men		<30	30-50	>50	Total	Men		
Men	19	23	9	51	12	19	12	4	35	9	1	1	
Women	2	2	1	5	8	1	1	1	3	5	1	1	
<b>Total</b>	<b>21</b>	<b>25</b>	<b>10</b>	<b>56</b>	<b>11</b>	<b>20</b>	<b>13</b>	<b>5</b>	<b>38</b>	<b>8</b>	<b>29</b>	<b>6</b>	<b>8</b>
<b>% Incoming turnover -Age group</b>	<b>27</b>	<b>11</b>	<b>5</b>	<b>11</b>									

**Composition of the Board of Directors as of 31 December, by gender.**

	2022			2021			Total
	M	F	Total	M	F	Total	
Members (no.)	6	1	7	6	1	7	
Members (%)	86	14	100	86	14	100	

<sup>7</sup> Turnover rates are calculated as the ratio of incoming staff, by geographical area and age group, to staff in place as of 31 December in each of the two categories. As of 31 December 2022, likewise for 2021, 100% of the new resources hired by Veneta Cucine S.p.A. refers to the "North" geographical area, which includes the following regions: Liguria, Lombardy, Piedmont, Valle d'Aosta, Emilia-Romagna, Friuli-Venezia Giulia, Trentino-Alto Adige and Veneto.

**Employees leaving by geographical area, gender and age group as of 31 December<sup>8</sup>**

	2022					2021				
	<30	30-50	>50	Total	Incoming turnover	<30	30-50	>50	Total	Incoming turnover
Men	7	7	10	24	6	11	7	12	30	7
Women	-	-	4	4	6	-	1	1	2	3
<b>Total</b>	<b>7</b>	<b>7</b>	<b>14</b>	<b>28</b>	<b>6</b>	<b>11</b>	<b>8</b>	<b>13</b>	<b>32</b>	<b>7</b>
<b>% Incoming turnover -Age group</b>	<b>9</b>	<b>3</b>	<b>7</b>	<b>6</b>		<b>16</b>	<b>4</b>	<b>7</b>	<b>7</b>	

	2021		2021		<b>Total</b>
	<b>M</b>	<b>Hours</b>	<b>F</b>	<b>Hours</b>	<b>Hours per capita</b>
Senior Managers		72		3,1	-
White-collar		225		2,7	185
Blue-collar		3.280		11,0	9
<b>Total</b>	<b>3.577</b>	<b>8,9</b>	<b>194</b>	<b>3,0</b>	<b>3.771</b>
					<b>8,1</b>

**PROFESSIONAL TRAINING**

**Number of hours of training by gender and professional category**

	2022					
	<b>M</b>		<b>F</b>		<b>Total</b>	
	Hours	Hours per capita	Hours	Hours per capita	Hours	Hours per capita
Senior Managers	110	5,0	-	-	110	5,0
White-collar	512	6,0	219	3,5	731	4,9
Blue-collar	2.884	8,9	2	1,0	2.886	8,9
<b>Total</b>	<b>3.506</b>	<b>8,1</b>	<b>221</b>	<b>3,4</b>	<b>3.727</b>	<b>7,5</b>

<sup>8</sup> Turnover rates are calculated as the ratio of staff leaving, by geographical area and age group, to staff in place as of 31 December in each of the two categories. As of 31 December 2022, likewise for 2021, 100% of the new resources hired by Veneta Cucine S.p.A. refers to the "North" geographical area, which includes the following regions: Liguria, Lombardy, Piedmont, Valle d'Aosta, Emilia-Romagna, Friuli-Venezia Giulia, Trentino-Alto Adige and Veneto.

## HEALTH AND SAFETY

### Occupational accidents and types - Employees

	2022	2021
	Total	Total
Total number of deaths due to occupational accidents	-	-
Total number of serious occupational accidents (excluding deaths) <sup>9</sup>	-	-
Total number of recordable occupational accidents	13	8
of which superficial injuries, open wounds and burns	3	-
of which sprains, traumas, dislocations, fractures and strains	10	8
<b>Total</b>	<b>13</b>	<b>8</b>
<b>Hours worked</b>	<b>868.975</b>	<b>840.014</b>
<b>Rates of deaths due to occupational accidents<sup>10</sup></b>	<b>-</b>	<b>-</b>
<b>Rate of serious occupational accidents (excluding deaths)<sup>11</sup></b>	<b>-</b>	<b>-</b>
<b>Rate of recordable occupational accidents<sup>12</sup></b>	<b>14,96</b>	<b>9,52</b>

### Occupational accidents and types – Outside workers<sup>13</sup>

	2022	2021
	Total	Total
Total number of deaths due to occupational accidents	-	-
Total number of serious occupational accidents (excluding deaths) <sup>9</sup>	-	-
Total number of recordable occupational accidents	3	-
of which superficial injuries, open wounds and burns	1	-
of which sprains, traumas, dislocations, fractures and strains	2	8
<b>Total</b>	<b>3</b>	<b>8</b>
<b>Hours worked</b>	<b>254.954</b>	<b>213.113</b>
<b>Rates of deaths due to occupational accidents<sup>10</sup></b>	<b>-</b>	<b>-</b>
<b>Rate of serious occupational accidents (excluding deaths)<sup>11</sup></b>	<b>-</b>	<b>-</b>
<b>Rate of recordable occupational accidents<sup>12</sup></b>	<b>11,8</b>	<b>-</b>

<sup>9</sup> A serious occupational accident refers to an accident in the workplace that leads to death or injury such that the worker cannot recover, does not recover, or it is unrealistic to expect him or her to fully recover the state of health enjoyed prior to the accident within six months.

<sup>10</sup> The rate of deaths due to occupational accidents is calculated as the ratio between the deaths in the reference year to hours worked, multiplied by 1,000,000.

<sup>11</sup> The rate of serious accidents is calculated as the ratio between serious accidents in the reference year to hours worked, multiplied by 1,000,000.

<sup>12</sup> The rate of recordable occupational accidents is calculated as the ratio between the occupational accidents recorded in the reference year to hours worked, multiplied by 1,000,000.

<sup>13</sup> The data on the health and safety of outside workers include only the category of temporary workers and not other types of non-employee workers working at Veneta Cucine sites and/or under the control of the Company, given their significance and the availability of such data over which Veneta Cucine exercises no direct control.

# SUPPLY CHAIN DATA

## LOCAL SUPPLIERS

### Spending on local suppliers<sup>14</sup>

	2022				2021			
	M€	No. Suppliers	% €	% N.	M€	No. Suppliers	% €	% N.
Spending on local suppliers	231	661	95	95	189	657	93	95
Spending on foreign suppliers	13	35	5	5	13	32	7	5
<b>Total</b>	<b>244</b>	<b>696</b>	<b>100</b>	<b>100</b>	<b>202</b>	<b>689</b>	<b>100</b>	<b>100</b>

Type	2022	2021
<b>Paints (t)</b>	<b>203</b>	<b>189</b>
of which renewable	-	-
of which non-renewable	203	189

## MATERIALS USED

### Materials used by type and weight, and coming from recycling

Type	2022	2021	Type	2022	2021
<b>Plastic packaging (t)</b>	<b>206</b>	<b>195</b>	<b>Packaging - Cardboard (kg)</b>	<b>1.881.493</b>	<b>1.690.829</b>
of which renewable	0	0	of which renewable	1.005.984	893.405
of which non-renewable	206	195	of which non-renewable	875.509	797.424
<b>Printing for office activities (t)</b>	<b>27</b>	<b>30</b>			
of which renewable	0	0			
of which non-renewable	27	30			

<sup>14</sup> In the definition of expenditure on local suppliers, those suppliers with their registered office in Italy were considered as "local suppliers". The monetary value per local supplier is calculated net of intercompany operations and VAT.

Type	2022	2021
<b>Packaging - Polystyrene (kg)</b>	<b>88.176</b>	<b>77.048</b>
of which renewable	0	0
of which non-renewable	88.176	77.048
<b>MDF (m<sup>3</sup>)</b>	<b>10.493</b>	<b>9.956</b>
of which renewable	1.049	895
of which non-renewable	9.444	8.941
<b>Timber boards and veneer (m<sup>3</sup>)</b>	<b>1.184</b>	<b>1.176</b>
of which renewable	0	0
of which non-renewable	1.184	1.176
<b>Particleboard (m<sup>3</sup>)</b>	<b>31.489</b>	<b>29.877</b>
of which renewable	29.688	28.174
of which non-renewable	1.800	1.703

# GRI CONTENT INDEX

**Declaration of use** Veneta Cucine S.p.A. submitted a report in compliance with GRI standards for the period from 1st January to 31st December 2022

**Used GRI 1** GRI 1 – Fundamental Principles - 2021 version

**Relevant GRI sector standards** N/A

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
<b>General disclosures</b>						
GRI 2 - General Disclosures - 2021 version	2-1 Organisational details	pages 16, 17 and 82				
	2-2 Entities included in the organisation's sustainability reporting	page 82 The reporting scope of the Sustainability Report is consistent with that of the Veneta Cucine S.p.A. Financial Statements as of 31 December 2022				
	2-3 Reporting period, frequency and contact point	page 82 The reporting period of the Sustainability Report is aligned with that of the Veneta Cucine S.p.A. Financial Statements as of 31 December 2022				

GRI standards	Disclosure	Location	Omission	GRI standard ref. no.
		requirements omitted	reason	explanation
GRI 2 - General Disclosures - 2021 version	2-4 Restatements of information	The 2022 Sustainability Report is the first report to be disseminated externally		
	2-5 External assurance	page 82		
	2-6 Activities, value chain and other business relationships	pages 16, 17, 26, 27, 32, 38, 76 and 77		
	2-7 Employees	pages 72, 94, 95, 96		
	2-8 Workers who are not employees	pages 73, 94		
	2-9 Governance structure and composition	pages 28-30, 97		
	2-10 Nomination and selection of the highest governance body	page 30		
	2-11 Chair of the highest governance body	The Chairman of the Board of Directors, as of 31 December 2022, is not part of the Veneta Cucine Top Management, as he is not formally an employee of Veneta Cucine S.p.A.		
	2-12 Role of the highest governance body in overseeing the management of impacts	pages 28-30		

GRI standards	Disclosure	Location	Omission		GRI standard ref. no.
			requirements omitted	reason explanation	
GRI 2 - General Disclosures - 2021 version	2-13 Delegation of responsibility for managing impacts	page 30			
	2-14 Role of the highest governance body in sustainability reporting	pages 28-30			
	2-15 Conflicts of interest	page 33			
	2-16 Communication of critical concerns	page 35			
	2-17 Collective knowledge of the highest governance body	page 30			
	2-18 Evaluation of the performance of the highest governance body	At the time of writing, it should be noted that there is no procedure in place to evaluate the performance of the Board of Directors in monitoring the management of its impact on the economy, the environment and people.			
	2-19 Remuneration policies	The members of the Board of Directors receive a fixed fee defined by the Veneta Cucine S.p.A. Shareholders' Meeting. Senior managers receive a fixed			

GRI standards	Disclosure	Location	Omission		GRI standard ref. no.
			requirements omitted	reason explanation	
GRI 2 - General Disclosures - 2021 version	2-19 Remuneration policies	fee, and some of them, a performance-related variable component. At present, there is no remuneration either for the Board of Directors or for senior managers, relating to the goals and results achieved in relation to the organisation's impact on the economy, the environment and people.			
	2-20 Process to determine remuneration	As far as the Board of Directors is concerned, its remuneration is determined by the Shareholders' Meeting of Veneta Cucine S.p.A. and allocated to the members at a subsequent Board meeting. As far as employees are concerned, Veneta Cucine complies with the provisions of national collective bargaining agreements.			

GRI standards	Disclosure	Location	Omission		GRI standard ref. no.
			requirements omitted	reason explanation	
GRI 2 - Informative Generali - versione 2021		It should also be noted that Veneta Cucine does not use the advice of independent experts to determine remuneration.			
	2-21 Annual total compensation ratio	2-21 a. 2-21 b. 2-21 c.	Confiden- tiality restrictions	Disclosure 2-21 has not been reported for reasons of confidentiality. Veneta Cucine S.p.A. has no public disclosure re- garding remu- neration and is not subject to any regulatory obligations.	
	2-22 Statement on sustainable development strategy	page 3			
	2-23 Policy commitments	pages 6, 29, 35, 38-40, 64			
	2-24 Embedding policy commitments	pages 6, 29, 35, pages 38-40, 53, 64			
	2-25 Processes to remediate negative impacts	pages 44-48			

GRI standards	Disclosure	Location	Omission		GRI standard ref. no.
			requirements omitted	reason explanation	
GRI 2 - Informative Generali - versione 2021	2-26 Mechanisms for seeking advice and raising concerns	page 35.			
	2-27 Compliance with laws and regulations	Over the reporting period, there were no significant cases of non-compliance with laws and regulations, and there were no penalties paid for such cases..			
	2-28 Membership associations	The Company is a member of Confindustria, the main organisation representing Italian manufacturing and service companies, and of FederlegnoArredo, which represents the Italian wood and furniture sector throughout its supply chain, from raw material to finished product, in Italy and abroad. The Company is a member of the Furniture Pact			
	2-29 Approach to stakeholder engagement	pages 42, 43			

GRI standards	Disclosure	Location	Omission		GRI standard ref. no.
			requirements omitted	reason explanation	
GRI 2 - Informative Generali - versione 2021	2-30 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements for the relevant sector.			
<b>Material topics</b>					
GRI 3 – Material topics – 2021 version	3-1 Process to determine material topics	pages 44-49			
	3-2 List of material topics	pages 44-48			
<b>Safety and quality of products and services</b>					
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 44, 52-57			
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	During 2022 there were no incidents of violations of regulations and/or voluntary codes relating to the health and safety impacts of products and services offered.			

GRI standards	Disclosure	Location	Omission		GRI standard ref. no.
			requirements omitted	reason explanation	
<b>Customer satisfaction</b>					
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 44, 58-60			
<b>Occupational health and safety</b>					
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 45, 75			
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	page 75			
	403-2 Hazard identification, risk assessment and incident investigation	page 75			
	403-3 Occupational health services	page 75			
	403-4 Worker participation, consultation, and communication on occupational health and safety	page 75			
	403-5 Worker training on occupational health and safety	pages 73, 75			
	403-6 Promotion of worker health	page 75			

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
GRI 403: Occupational health and safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	page 75				
	403-9 Work-related injuries	pages 75, 100, 101				
<b>Solidity and economic performance</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 31-34, 45				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	page 34				
<b>Ethics and integrity</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 35, 45				
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	During 2022, as in 2021, there were no verified cases of corruption leading to dismissal of employees or to measures whereby contracts with business partners were terminated or not renewed due to corruption-related violations. In addition, during the				

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	reporting period, there were no public prosecutions related to corruption undertaken against Veneta Cucine S.p.A. or its employees.				

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopolistic practices	During 2022, as in 2021, there are no legal proceedings pending or concluded concerning anti-competitive behaviour, violation of anti-trust regulations and related monopolistic practices in which Veneta Cucine S.p.A. was identified as a participant.				
<b>Product innovation and sustainability</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 46, 52-57				
<b>Staff inclusion, development and well-being</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	page 47				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pages 72-73, 97-98				
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	pages 73, 98-99				

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	pages 28, 72-73, 95-97				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	During 2022, as in 2021, no incidents with regard to discrimination based on race, colour, sex, religion, political opinion, national descent or social origin were identified.				
<b>Energy consumption and combatting climate change</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 47, 65-66				
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	pages 65-66, 88				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pages 65-66, 89-90				
	305-2 Energy indirect (Scope 2) greenhouse gas (GHG) emissions	pages 65-66, 89-90				
<b>Eco-design and circular economy</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 47, 67-69				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	pages 54-57, 102-104				

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	pages 68-69				
	306-2 Management of significant waste-related impacts	pages 68-69				
	306-3 Waste generated	pages 68-69, 91-93				
<b>Responsible management of supply chain</b>						
GRI 3 – Material topics – 2021 version	3-3 Management of material topics	pages 48, 60				
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	pages 60, 102				
GRI 308: Supplier environmental assessment 2016	308-1 Percentage of new suppliers screened on the basis of environmental criteria	Veneta Cucine does not currently have a structured process in place for evaluating suppliers according to environmental criteria, though suppliers considered strategic are periodically subjected to strict evaluation criteria by the Company. Veneta Cucine is however considering whether to further structure its evaluation checklist with such				

GRI standards	Disclosure	Location	Omission			GRI standard ref. no.
			requirements omitted	reason	explanation	
GRI 308: Valutazione dei fornitori sulla base di criteri ambientali 2016			criteria and, for this reason, during 2022, as in 2021, no evaluations of new suppliers on the basis of environmental criteria were carried out.			
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	Veneta Cucine does not currently have a structured process in place for evaluating suppliers according to social criteria, though suppliers considered strategic are periodically subjected to strict evaluation criteria by the Company. Veneta Cucine is however considering whether to further structure its evaluation checklist with such criteria and, for this reason, during 2022, as in 2021, no evaluations of new suppliers on the basis of social criteria were carried out.				



# Veneta Cucine®

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