

# Sustainability Report

2021

Sambonet Paderno Industrie S.p.A.



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# CEO's Letter to Stakeholders

**Franco Coppo**  
CEO of Sambonet Paderno Industrie



## 2010 – 2020.

**Tenth candle since the publication of our first report sustainability. Transparency and consciousness continue to be the key words of our corporate responsibility policy.**



This is the approach that has always guided our growth and our work, actively engaging in the establishment and implementation of a responsible, sustainable and respectful policy towards the **environment, people and the territory**.

Our transparent and ethical behavior is highlighted by the achievement of numerous certifications, some of which are entirely voluntary, as well as the practical measure that feature our work. We use **quality products** with the aim of meeting current needs of customers and consumers and focus on running *Sambonet Paderno Industrie* as a sustainable company.

It is now **10 years since we published our first Sustainability Report**, and our enthusiasm and commitment remain the same.

# Opening statement

**10 years of our Sustainability Report**

**10 key principles**

**10 engagements**

With the tenth edition of the Sustainability Report, drawn up according to the Confcommercio guidelines, the company wants to offer a tool to better understand its activities and its way of working, highlighting the actions taken to pursue sustainable development and illustrating the results.

The mission of Sambonet Paderno Industrie S.p.A. is to manage and develop brands that are the consumer's first choice. The company's approach to sustainability, in addition to being a responsible attitude, has positive effects on the business in terms of profit and economic growth. For this reason it has become an integral part of the company's philosophy and guides all activities: from the choice of raw materials to the final product. The company focuses on ten key principles that translate into ten commitments:

## **1 - Environmental sustainability**

It becomes part of the corporate culture and constitutes a significant part of the mission. The company has understood that environmental sustainability is the only way to achieve responsible and, above all, sustainable development. The long-term vision is therefore dominant over the short-term one.

## **2 - A preventive approach**

Company recognises the importance of prevention and invests resources in it. This approach works because it forces all those responsible for management to analyse and deal with current and potential problems by trying to avoid their occurrence. One of the areas in which prevention is really important is environmental protection. In this area, any other approach can cause irreparable damage which can have serious repercussions for the entire community.

## **3 - Efficient Use of Natural Resources**

Company is aware that natural resources aren't limitless and is committed to their responsible management at all organisational levels. Particular attention is paid to the raw materials, water and energy consumption.

## **4 - Monitoring and Reducing Environmental Impacts**

Monitoring activities are essential to understand the current situation in terms of environmental impact, plan improvements and verify the outcome of their implementation.

## **5 - Centrality of Innovative Technologies**

Technology is a useful tool to implement some of the environmental protection objectives (e.g. the use of special washing processes, described below, that are geared towards environmental protection).

## **6 - Responsible product management**

Company pays great attention to the entire product life cycle, paying the utmost attention to environmental protection at every stage.

## **7 - Responsible supply chain management**

The full production chain is evaluated in terms of sustainability and environmental protection.

## 8 - Awareness and training

Company considers the involvement of human resources to be essential for the environmental protection. Our people are directly called, in different ways, to contribute to the success of the project, and results are monitored and incentivised through specific items in the salary bonus.

## 9 - Transparency toward stakeholder

Transparency allows to share the project's objectives and results with everyone.

## 10 - Coherence in International Activities

Sustainability and environmental protection are valued and of primary importance in the management of international activities as well.

These principles and commitments are consistent with the Global Goals of the UN 2030 Agenda. In particular, the main Goals identified have been chosen with the aim of promoting a balance between environmental objectives (9 and 12) and social objectives (3-4 and 8), which could be applicable to all parts of the Sambonet value chain and pursued in integration with the Company's business.



### Notes

#### **Methodological note**

The Sustainability Report of Sambonet Paderno Industrie S.p.A. (from now also referred to as "Company" or Sambonet Paderno Industrie) has been prepared in accordance with the Confindustria Charter of Principles for Environmental Sustainability, a compass of reference values for sustainable development.

The preparation of the Sustainability Report has seen the involvement of all the Company's Functions, as proof of our collaborative work.

#### **Process and quality of information**

The document contains the main economic, environmental and social impacts of the Company, relevant to the sector and the reference territory.

The detail given to the different reporting areas derives from their weight in the objectives and strategies of Sambonet Paderno Industrie. The document is written in simple and clear language and accompanied by pictures, graphs and tables in order to facilitate understanding and interpretation.

Indicators and statistical data have been used to provide a clearer and more complete view.

The data are processed and verified by the heads of departments on the basis of the year 2020 (1 January to 31 December).

The Sustainability Report is published annually; the institutional communication tools commonly used by the Company are used for its diffusion.

#### **Contents**

The structure of the document states that sustainability performance is reported in 10 principles for 10 commitments, each focused on a specific area of intervention. This is a summary of the issues addressed in this document in depth, starting from the constitution of the Group to the history of each brand.

# Sambonet Paderno Industrie member of the Arcturus Group

**From a mechanical industry to a leading international group.**

**The company originates from the Officine Meccaniche Giovanni Coppo company, founded in 1978 in Milan.**

The Pierluigi and Franco Coppo brothers started their success story with the acquisition in 1979 of Paderno, a worldwide reference for professional cookware, followed by the acquisition in 1997 of Sambonet, a historical cutlery and tableware company from Piedmont. Sambonet Paderno Industrie" was established in Orfengo, where a new building was created, designed by the architect Enrico Frigerio. This productive and logistical centre gave the company a leading role in the Retail, Ho.Re.Ca. and Contract world. This role is further consolidated with the acquisition, in 2009, of the prestigious German porcelain company Rosenthal. After the entry of Arzberg in 2013, Raynaud and Ercuis in 2015 and the constitution of "Arcturus Group", the current leader company is born.



MEMBER  
OF 

ARCTURUS GROUP

**sambonet**<sup>®</sup>

**Flatware and collections for the table, the kitchen and living. Italian design and quality identify Sambonet timeless style.**

Sambonet is an international leader in the production of stainless steel, silver-plated stainless steel and electroplated nickel silver flatware and holloware, both classic and with a modern design take. It has always done everything needed to keep the quality of its products high, paying great, artisan attention to details, and keeping a constant balance between tradition and innovation. Although the origins of the first Sambonet design item can be traced back to 1932, our company's success really took off in the sixties thanks to the work of great designers like Roberto Sambonet. Highly innovative and sophisticated but at the same time practical flatware and tableware drove the company towards design.

In addition to its tableware line, Sambonet has recently introduced "Sambonet Luxury", featuring a refined, high-end selection of high quality products and "Sambonet Kitchen Collection", a youthful and friendly style series aimed to enter the world of kitchens. The common denominator across all brands is Italian design and timeless style.

**PADERNO**<sup>®</sup>  


WORLD CUISINE

**A complete range for every need in the kitchen. More than 10.000 items dedicated to chefs and passionate gourmands.**

From the cookware to the kitchen utensils, then knives, bakery items and tools for every kind of preparation, Paderno offers a complete selection for the best kitchens of houses and restaurants. A brand that finds its origins back in 1925 in Milan as "Alluminio Paderno", specializing in household cookware before deciding to focus on the professional cooking world. Thanks to over 90 years of history and a strong worldwide presence, Paderno is the premier choice for professionals and gourmands.

**Arthur Krupp**<sup>®</sup>

**Quality, functionality and elegance for your table. To meet the needs of hotel & restaurants professionals.**

The Arthur Krupp's brand targets the professional catering industry, meeting all their needs with its highly resistant but elegant porcelain, its finest quality stainless steel flatware and its wide range of holloware. Its comprehensive offer combined with the excellent craftsmanship and the shapes that suit any tabletop make our brand a leader in the professional food service and hotel industry.

# vision

Inspiring and adding value to every positive experience in the kitchen, on the table and in home living.

# mission

Creating integrated solution that are the blend of quality, design and functionality. Anticipating and meeting the needs of our clients, in their professional or private lives, with a portfolio of distinctive and at the same time complementary brands. Pursuing an ethical and sustainable path of ongoing innovation that can be traced back to our tradition, interpreting contemporary trends and creating new ones.

# Values

The values the Company believes in, guiding its work, are:

- > People represent the best and permanent investment;
- > Responsibility is clear and personal;
- > Teamwork enables the objectives achievement;
- > The main objective is to understand, respect and satisfy customers;
- > Reputation is the most important thing.

# Strategic objectives

The Company's overall strategy is based on the following priorities:

- > Developing a solid product portfolio tailored to each individual market;
- > Improving commercial performance in all markets;
- > Expanding global dimension and differentiate its production.

The Company operates both by fostering growth in the respective markets and by differentiating the product to the needs of the individual market. In line with its global strategy, Sambonet Paderno Industrie intends to pursue a constant commitment in the direction of sustainable and responsible development. It aims in particular to consolidate and strengthen its position in the market through the leadership of Sambonet, Paderno and Arthur Krupp brands, focusing on the development of people who represent a key asset of the Company.

## Company

Company name	<b>Sambonet Paderno Industrie S.p.A.</b>
Year of foundation	<b>1823</b>
ISTAT code	<b>2851</b>
Activity sector	<b>Metalmechanic</b>
Factory address	<b>Via Giovanni Coppo, 1C</b>
Location	<b>Orfengo (NO)</b>
Province	<b>Novara</b>
Postal code	<b>28060</b>
Telephone number	<b>0321-1916.711</b>
Fax number	<b>0321-1916.811</b>
E-mail	<b>Info@sambonet.it</b>
Website	<b>www.corporate.sambonet.it</b>

## Employees

Total number of employees (as at 31/12)	<b>261</b>
Executives	<b>5</b>
Workers	<b>133</b>
Clerks	<b>123</b>
Full-time	<b>253</b>
Part-time	<b>8</b>
Name of the RSPP	<b>Franco Raimondi</b>
Name of the RSGI	<b>Chiara Cattaruzza</b>
Typical working hours	<b>08:00-16:45</b>
Days per week	<b>5</b>
Working months	<b>12</b>
Closing period	<b>none</b>

## Plant

Total site area (m <sup>2</sup> )	<b>150.000</b>
Area covered by buildings and warehouses (m <sup>2</sup> )	<b>49.000</b>
Year of last expansion	<b>2012</b>
Description of last extension	<b>New offices</b>

# Sambonet is a women and young company

**Women in company: 45%**

**Women clerks: 73%**

**Women executives and middle management: 75%**

**Average age of employees: 43 years**

**Recruitment with an age of 30 years or less: 75%**

	2016	2017	2018	2019	2020
<b>employees females</b>	120 <b>43%</b>	121 <b>42%</b>	123 <b>43%</b>	117 <b>43%</b>	117 <b>45%</b>
<b>employees males</b>	161 <b>57%</b>	169 <b>58%</b>	167 <b>57%</b>	154 <b>57%</b>	144 <b>55%</b>



# Business

Sambonet Paderno Industrie is a metalmechanic company, specialized in the production of cookware, crockery and cutlery in stainless or silver-plated steel, silver-plated nickel silver and aluminium.

The production site is equipped with an automatic galvanic plant for silver-plating and gold-plating combined with a manual plant to maintain its traditional production intact.

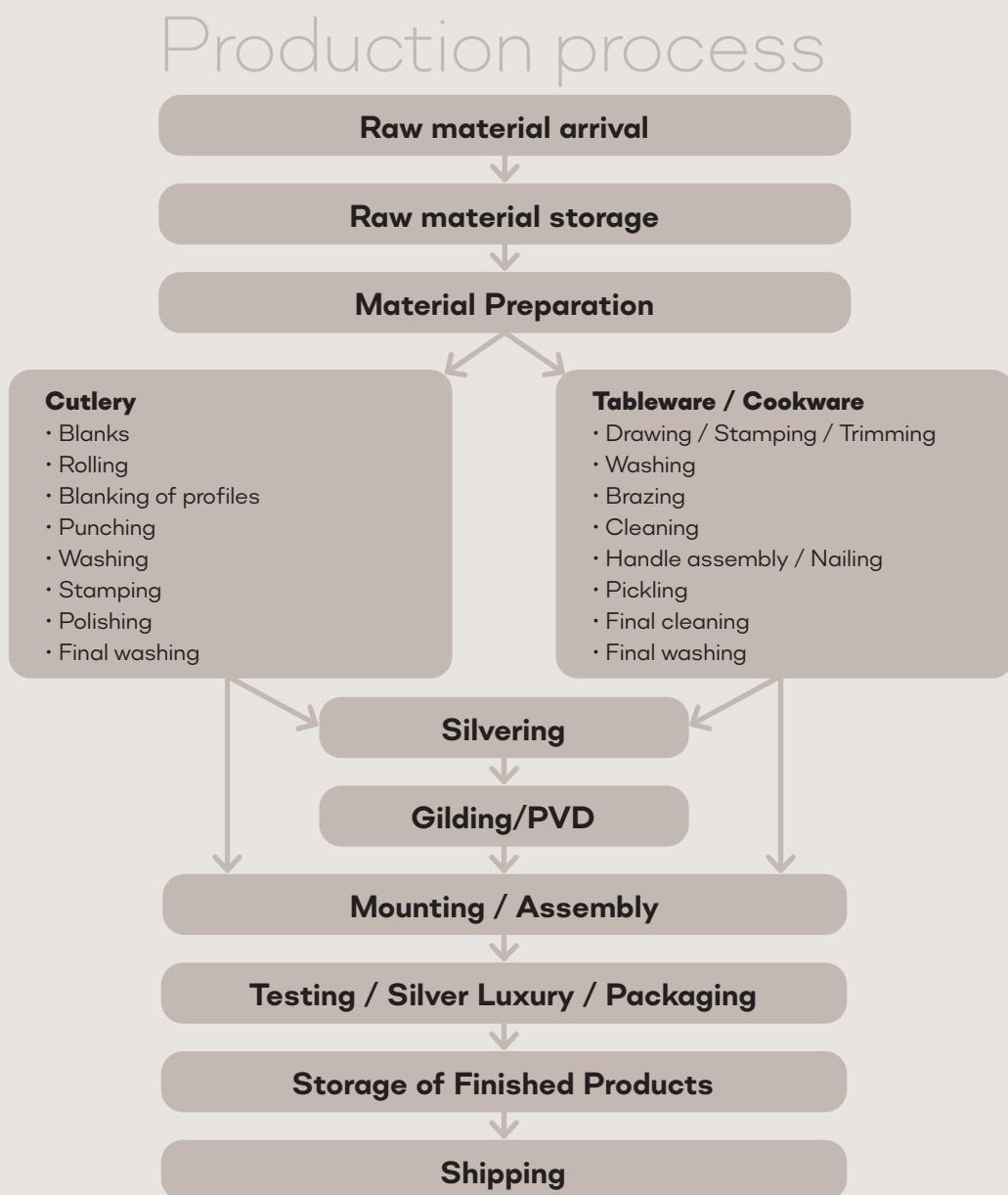
Over the years, the company focused even more on research and development, and managed to implement its production by introducing special finishing and customisation techniques that - from texture to colouring - are able to offer new suggestions to stainless steel.

Today the company has new departments dedicated to mechanical-abrasive finishes, such as Vintage and Antique, and an important avant-garde plant dedicated to PVD (Physical Vapour Deposition), a special nanotechnological treatment that gives objects precious colours and trendy shades. The coating bonds to stainless steel at an atomic level, giving it greater hardness and resistance.



Company's production departments:

- Style Centre
- Equipment
- Material preparation
- Cutlery
- Pots and pans
- Welding
- Electroplating
- PVD
- Special Finishes
- Polishing
- Assembling
- Testing
- Silver Luxury
- Laser and pantograph
- Warehouse
- ASEC Lab (Chemical Laboratory)



# Certified Quality



**ethics  
and values**



**corporate  
history**



**Confindustria 'Awards For Excellence' for Innovation.**  
Premio di Eccellenza per l'Innovazione di Confindustria.  
Confindustria „Awards For Excellence“ für Innovation.

[www.confindustria.it](http://www.confindustria.it)



**certifications  
system**



UNI EN ISO 9001:2015

**Certified Quality Management System.**  
Sistema di Gestione della Qualità Certificato.  
Zertifiziertes Qualitätsmanagement

[www.certiquality.it](http://www.certiquality.it)



**social  
responsability**



**Social Responsibility Management System.**  
Sistema di Gestione per la Responsabilità Sociale.  
Management für soziale Verantwortung.

[www.iqnet-certification.com](http://www.iqnet-certification.com)



**energy  
& green**  
12–13



UNI CEI EN ISO 50001:2018

**Certified Energy Management System.**  
Sistema di Gestione dell'Energia Certificato.  
Zertifiziertes Energiemanagement.

[www.certiquality.it](http://www.certiquality.it)



## human & safety



### **Certified Safety Management System.**

Sistema di Gestione Sicurezza Certificato.  
Zertifiziertes Sicherheitsmanagement.

[www.certiquality.it](http://www.certiquality.it)



## health promotion workplace



### **European Network For Workplace Health Promotion (WHP).**

Rete Europea per la Promozione del Benessere sul posto di lavoro (WHP).  
Europäisches Netzwerk für die Förderung der Gesundheit am Arbeitsplatz (WHP).

[www.enwhp.org](http://www.enwhp.org)



## food & production



### **Certified Food Safety Management System.**

Sistema di Gestione per la Sicurezza Alimentare Certificato.  
Zertifiziertes Management für Lebensmittelsicherheit.

[www.certiquality.it](http://www.certiquality.it)

### **National Sanitation Foundation Certified Products for Food Safety.**

Prodotti Certificati NSF per la Sicurezza Alimentare.  
NSF-zertifizierte Produkte für Lebensmittelsicherheit.

[www.nsf.org](http://www.nsf.org)

### **Authorised Economic Operator (AEO) for Custom Simplification.**

Operatore Economico Autorizzato (AEO) per le Semplificazioni Doganali.  
AEO-Zertifikat „Zollrechtliche Vereinfachungen“.

[www.adm.gov.it/portale/dogane/operatore/operatore-economico-autorizzato-aeo](http://www.adm.gov.it/portale/dogane/operatore/operatore-economico-autorizzato-aeo)



## laboratory



LAB N°1407

### **Certified Internal Analysis Laboratory.**

Laboratorio di Analisi Interno Certificato.  
Zertifiziertes internes Analyselabor.

[www.ilac.org](http://www.ilac.org)

### **Accredited Testing Laboratory.**

Laboratorio di Prova Accreditato.  
Akkreditiertes Prüflabor.

[www.accredia.it](http://www.accredia.it)

# Sambonet 2020

From the start of the Covid 19 health emergency, the Company worked with responsibility, commitment and constructive spirit, putting at the centre of its priorities the protection of employees' health, together with the protection of jobs and the planning of the Company's future.

A **Crisis Management Team**, with a high level of functional and decision-making autonomy, has been created in order to deal promptly and reactively with extremely important contingencies. Furthermore, the Company protected the health of its employees by activating a specific policy linked to the Covid 19 infection - thanks to which each employee can count on an indemnity for hospitalisation, quarantine and convalescence following admission to intensive care.

In support of the Italian economy, the Company paid its taxes within the standard deadlines, without taking advantage of the postponements granted by the government during the pandemic period. Thank to this choice, it earned the '**Solidarity Taxpayer**' designation by the Italian Ministry of Economy and Finance.

From the outset, the Company has activated remote working wherever possible, always guaranteeing levels of operability.

The COVID-19 emergency did not find Sambonet completely unprepared: having already implemented a virtualization system for most of its workstations, it was able to easily convert the way its employees worked.

The activation of remote work required, however, an investment in hardware and software of about 60K€, allowing during lockdown periods 70 users to be connected via VPN on average per day and a total of 115 users to work directly from home.

The increase in remote work required the IT team to prepare specific installation and user manuals and a constant assistance service was guaranteed.

IT security levels and monitoring systems were raised as well.

Sambonet has as its primary interest the health, safety and well-being of its workers and of all those who, for various reasons, visit its workplaces and factories. Therefore, it has applied all the necessary measures for health protection and prevention.

The Company has adopted various precautionary measures, including virtual meetings, increasing hygiene and health treatments and providing comprehensive information on prevention methods to be implemented both inside and outside the company.

In order to improve and facilitate communication, a dedicated Whatsapp channel was set up for employees who did not have a company account, managed directly by the Human Resources Manager, dedicated to send communications and channel any requests for information and clarification.

During the emergency, the Company provided the content of all national regulations with the company population.

After the first national lockdown, during which the company closed its offices and production, a "Shared Protocol for Regulating Measures to Combat and Contain the Spread of the COVID-19 Virus in the Workplace, Constantly Updated, to be Followed for the Management of the COVID-19 Emergency" was created, in order to regulate individual behaviour, define the operational procedures to be adopted and provide information on prevention.

In order to guarantee continuity of production, all the necessary procedures were promptly activated and the regular distribution of the products was guaranteed.



The image shows an aerial view of a large industrial complex. The main building is a long, rectangular structure with a light-colored facade and a dark, flat roof. To its right is a smaller, single-story building with a similar design. In front of the main building is a parking lot with several cars. The complex is surrounded by a fence and is located in a rural area with fields and trees in the background. The sky is overcast.

***The performance data below,  
are significantly impacted by the  
situation related to the COVID-19  
health emergency.***

# Environmental performance

01–10

First principle

## Environmental Sustainability

Sambonet Paderno Industrie believes that being responsible has a positive influence on its growth and it's a sign of corporate strength.

From an environmental point of view, the Company is committed to safeguarding and preserving natural resources, recognising the need and importance of protecting them.

In this context Sambonet Paderno Industrie has achieved in 2005 the environmental certification according to the new scheme UNI EN ISO 14001:2015. In February 2016, certification was also obtained for Corporate Social Responsibility, according to the IQNet SR10 guidelines.

In 2017, UNI EN ISO 9001:2015 was renewed under the new Quality System scheme.

The company has adopted an environmental policy that is appropriate to the size and activity of the organisation. This policy, which aims to continually improve environmental performance and prevent pollution, ranges from quality to energy, personal and product safety: it is posted on company notice boards and published on digital timers and on the company website.

The Integrated Systems Policy of Sambonet Paderno Industrie is focused on:

- customer focus: product quality, price competitiveness, respect for delivery times;
- reduction or elimination of the use of products with a significant polluting potential;
- limitation of production processes that have a significant environmental impact and/or cause potential risks to health and safety at work;
- reduction in the production of special and/or urban waste for disposal;
- awareness that the responsibility for managing health and safety at work concerns the entire company organisation, from the employer to each worker, each according to his or her own attributions and competences;
- constant preparation for improvement situations to be implemented, if any, and subsequent formulation of a monitoring plan;
- operation of the occupational health and safety management system;
- raising staff awareness of the importance of respecting the rules on health and safety at work.

In order to make a correct assessment of the company's interactions and environmental and energy impacts, an analysis of the different phases of the production cycle has been carried out.

Some of the elements examined were:

- use of raw materials;
- energy;
- soil;
- atmospheric emissions;
- waste water discharge;
- waste;
- emitted energy;
- other.

Sambonet Paderno Industrie has decided to use checklists for the assessment of environmental aspects, taken from Guidelines for the Integration of Environmental and Occupational Safety and Health (S&SL) Management Systems in Small and Medium Enterprises.

These new tools allow to indicate, for each stage of the production process:

- inputs and outputs
- process steps or activities;
- other optional data (documents, responsibilities, etc.).

Normal conditions and abnormal or emergency conditions (if any) are included and described as well, together with their Frequency and/or Probability of occurrence.

The following significance criteria are used to define significant environmental aspects:

1. aspect covered by legislation, authorisations, agreements;
2. matters subject to recent sanctions imposed by the competent authority;
3. the quantitative relevance of the aspect considered;
4. the toxicity, hazardousness in relation to the aspect under consideration;
5. relevance to stakeholders and other impacts on the community or complaints received.

The significance of each environmental aspect is determined using the spreadsheet featuring the sum of the parameters required to determine the value of the individual environmental impacts.

## Environmental impacts assessment

<b>Not significant</b>	<b>Significant</b>	<b>Very significant</b>
<b>0 ÷ 2</b> Area in which environmental aspects both in terms of frequency and probability of occurrence are not significant, but remain to be constantly monitored, in order to ensure that potential hazards are under control. Interventions may be preventive or corrective.  <u>intervention if deemed necessary</u> * to be planned within 6 months	<b>3 ÷ 5</b> Area in which environmental aspects have been identified as being significant, therefore actions must be identified and interventions must be planned to manage the significance. Interventions are corrective.  <u>planned intervention</u> * intervention to be carried out within 3 months	<b>6 ÷ 9</b> Area where very significant aspects have been identified for which immediate corrective action is needed.  <u>Immediate intervention</u> * intervention to be carried out within the minimum technical time

The analysis of data relating to the main production processes carried out at the production site did not reveal any significant environmental impacts.

# Environmental performance

02–10

Second principle

## A preventive approach

In order to reach the improvement objectives the Company has identified:

- needed resources;
- means and timescales, by action planning;
- assessment of any criticalities in the area;
- activation of communication channels with stakeholders..

### Indicators

For the sake of clarity, all relevant environmental aspects have been evaluated over the years. In order to make the obtained results even, it has been decided to use indicators that relate the consumption of the resources to the number of kilograms shipped (an indicator of the company's performance). The indicators are a tool to monitor the environmental performance of the production process, as well as to verify the effectiveness of the actions implemented in order to achieve sustainability objectives.

#### production items

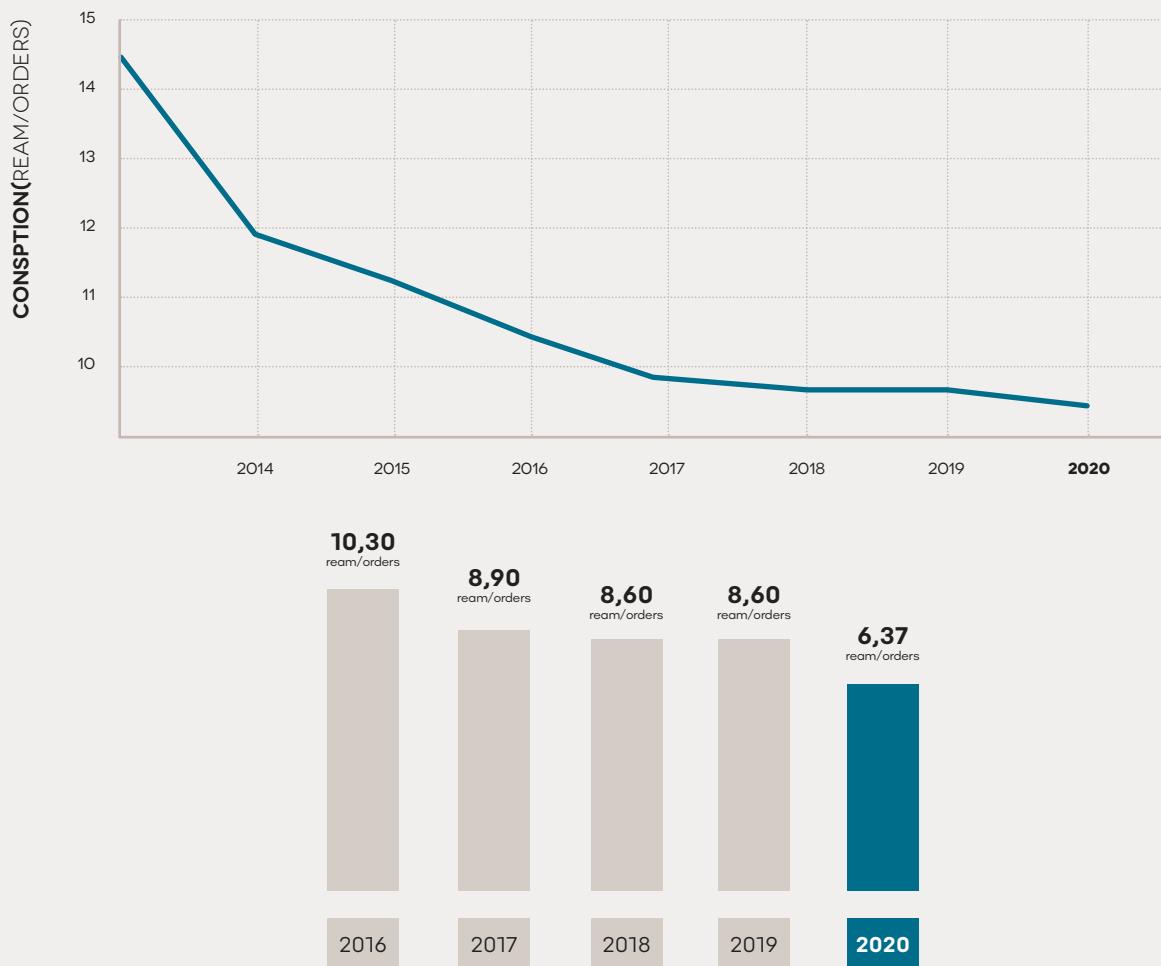


2016	3.827.291 pcs
2017	5.622.193 pcs
2018	6.288.291 pcs
2019	5.056.620 pcs
2020	2.394.294 pcs

## Paper

An electronic document management and archiving method (T-file) has been created and implemented, and certified e-mail is used to exchange documents with customers and suppliers. Production work is managed via touch screen terminals and printing has been reduced to a minimum by means of special controls and blocks. All Management System documents are no longer available in paper form, but the most up-to-date version can be consulted online. In production departments, heads of department make paper documents available only when strictly necessary. The entire workforce is encouraged to use paper responsibly also through a special item in the pay bonus introduced in 2012. The parameter is calculated as the ratio between the number of ream of paper purchased in relation to the orders processed (work orders, purchase orders, sales orders). The results obtained are summarised in the table on the following page.

## Paper use



The average paper use (no. of reams/no. of orders) in 2020 was 6.37; this value is lower than the previous year, also for the decrease in working days, thanks to a document archiving system and a review of the printing stations in the offices, that allows a significant reduction in the use of paper. Another success factor is the inclusion of paper consumption in the definition of the performance bonus. The next objective is reducing this ratio by around 10%.

## Natural gas

In 2012, the control system for the air conditioning and heating systems was modified. In the new supervision system, the thermostat is set remotely and the temperature is kept constant thanks to special sensors. Offices or unused areas are not air-conditioned.

The new building already has insulated walls and roofs, windows and doors with low thermal transmittance elements, low consumption heating systems.

## Natural gas consumption

The indicator is calculated as the ratio of annual methane consumption to the number of pieces produced during the year by Sambonet Paderno Industrie.



In order to compare the consumption trend with the temperatures recorded from 2014 to 2020, degree days are taken into account.

Degree days, by definition, are the difference between the average daily temperature and the 20°C we have in the house, for all days of the heating period.

It is a matter of defining, zone by zone, how many 'degrees are needed each day' to heat a house.

No (heating days) = 183 days  
(from 15 october to 15 april)

In 2020 there was a decrease in the consumption of cubic metres of methane compared to the previous year, which can be partially correlated with the working conditions caused by the health emergency linked to COVID 19.

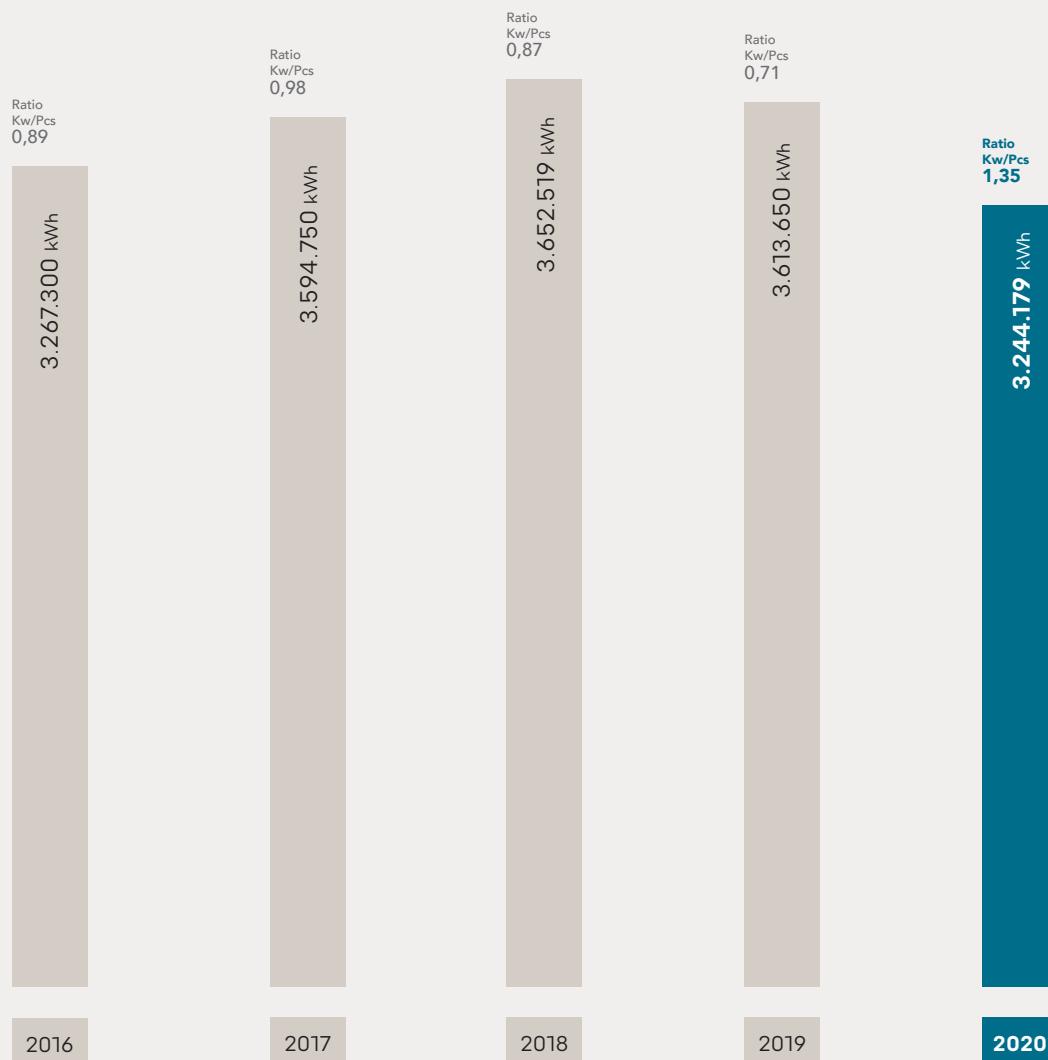
## Electrical energy

The use of artificial lighting is subject to the measurement of internal light levels with installed twilight switches, as well as handling controlled by a supervision system.

Since 2015, a careful energy audit has been carried out and small but significant changes have been made, such as switching off machines during the lunch break and switching on lights only when strictly necessary. Energy consumption in 2020 therefore decreased compared to previous years.

## Electrical energy consumption —

The indicator is calculated as the ratio of annual electrical energy consumption to the number of pieces produced during the year by Sambonet Paderno Industrie.



Electricity consumption slightly fell in 2020.

## Water

In recent years the importance of water as a limited resource has been increasingly appreciated, especially as human activity has caused pollution linked to discharges of non-biodegradable substances and water at high temperatures from various cooling systems.

Aware of the value of this resource, Sambonet Paderno Industrie has acted in the most rational and ecological way possible.

The company keeps water consumption monitored, trying to minimise waste and water discharges. For this purpose, a owned wastewater treatment plant featuring water recirculation has been set up: washing water, which will be explained in the following paragraph, is recycled in closed systems, while waste water is checked twice a week for zinc, nickel, iron and cyanide values using ICP analysis and colorimetric analysis for the determination of cyanides.

### Two types of water use are identified:

- > civil uses (services, canteen, changing rooms)
- > industrial uses (for production processes, cooling)

### Discharged water is divided into:

- > sewage (from civil use)
- > rainwater
- > industrial water (from production and cooling processes)

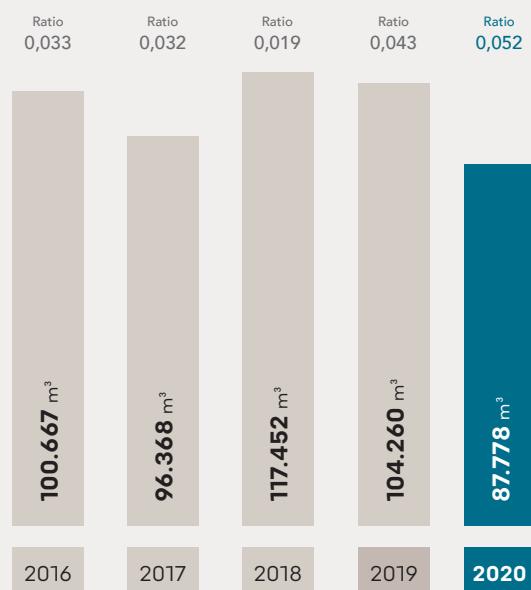
### The use of water in production processes is contemplated for:

- > automatic galvanic silvering plant
- > manual galvanic silvering plant
- > caving and pickling treatments
- > degreasing tunnel washing plants with aqueous solution

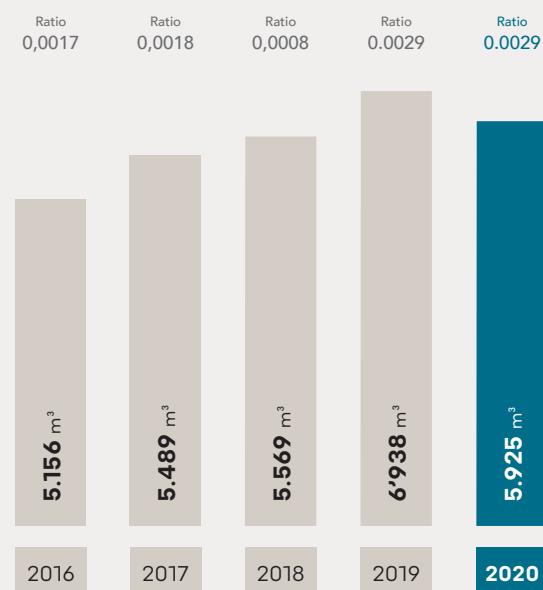
## Drawn water



## Groundwater



## Mains water



The indicator is calculated as the ratio between the annual consumption of groundwater and the kilograms of goods shipped during the year by Sambonet Paderno Industrie.

The indicator is calculated as the ratio between the annual consumption of water from the aqueduct and the kilograms of goods shipped during the year by Sambonet Paderno Industrie.

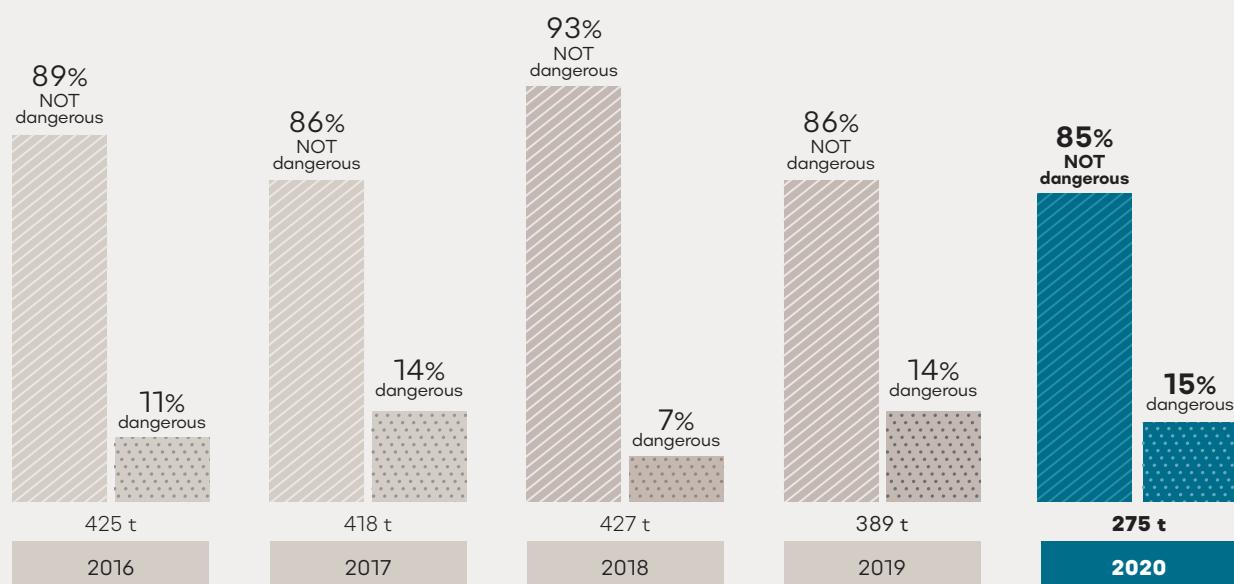
Water consumption has decreased in 2020 and in general the use of well water has decreased in recent years, while the consumption of tap water has increased, because the PVD department uses water with a very low conductivity in the preparation of articles.

## Waste

The company carries out separate waste collection with a sense of responsibility, and most of the produced waste is recoverable (metals, wood, cardboard and packaging).

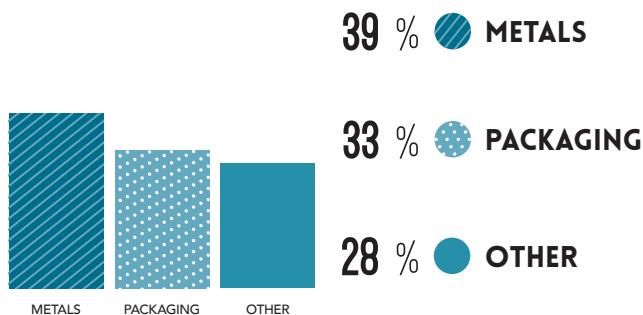
In 2020 there was a decrease in the total amount of waste delivered. In particular, the analysis below shows that there was a slight increase in the production of hazardous waste due to the increased use of the purification plant, with a consequent increase in the production of filter pressured sludge.

## Desposed waste



# Not dangerous Waste

**2020**

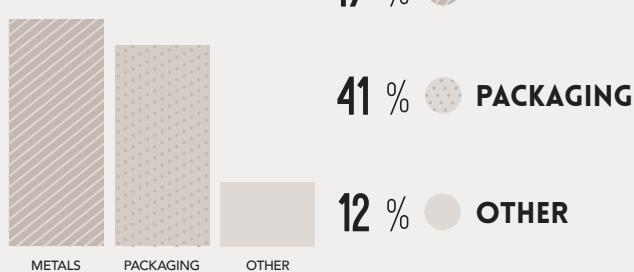


29% NON-IRON FILINGS AND SHAVINGS  
8% FERROUS FILINGS AND SHAVINGS  
2% MIXED METALS

33% PAPER AND CARDBOARD PACKAGES

11% WATERY SOLUTIONS  
6% SEPTIC TANK SLUDGE  
5% WASTE ABRASIVE MATERIAL  
4% ACTIVE CARBON  
2% OTHER WASTE

**2019**

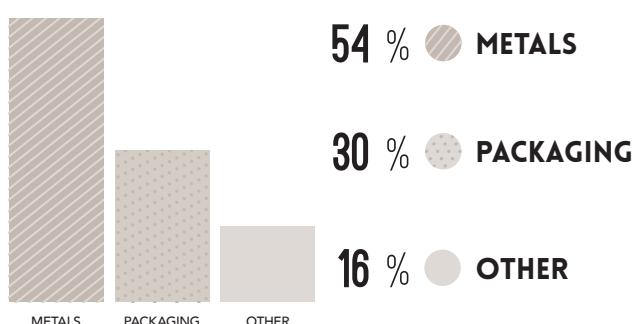


21% FERROUS FILINGS AND SHAVINGS  
23,85% STEEL, ALUMINIUM, BRASS, NICKEL SILVER CUTTINGS  
2% MIXED METALS  
0,15% COPPER CUTTINGS

40% PAPER AND CARDBOARD PACKAGES  
1% MIXED PACKAGES

9% WATERY SOLUTIONS  
2% DUST AND CARBONS  
1% OTHER WASTE

**2018**

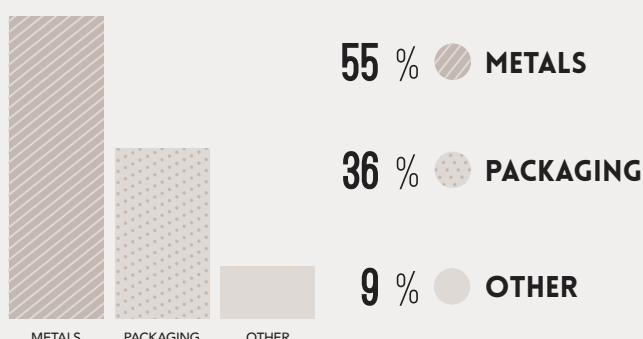


9,1% FERROUS FILINGS AND SHAVINGS  
40,9% STEEL, ALUMINIUM, BRASS, NICKEL SILVER CUTTINGS  
3,8% MIXED METALS  
0,2% COPPER CUTTINGS

29,7% PAPER AND CARDBOARD PACKAGES  
0,28% MIXED PACKAGES  
0,02% METAL PACKAGING

12% WATERY SOLUTIONS  
3% DUST AND CARBONS  
1% OTHER NOT DANGEROUS WASTE

**2017**

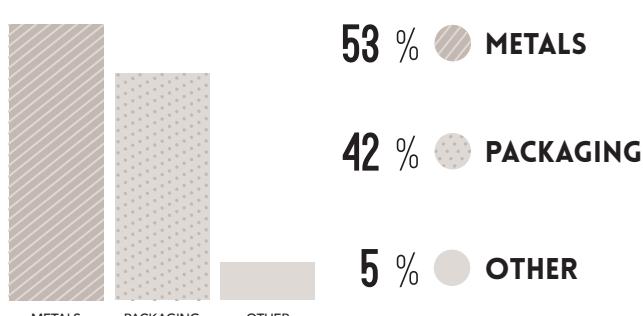


37,05% FILINGS AND SHAVINGS OF NON-FERROUS MATERIALS (AISI 304)  
4,65% MIXED METALS  
11,56% FILINGS AND SHAVINGS OF FERROUS MATERIALS  
1,27% IRON AND STEEL  
0,02% COPPER CUTTINGS

35,10% PAPER AND CARDBOARD PACKAGES  
0,16% PLASTIC AND METAL PACKAGING

6,70% LIQUID AQUEOUS WASTE  
1,25% ABRASIVE DUST  
0,09% END-OF-LIFE TYRES  
0,07% MISCELLANEOUS WASTE PAINTS AND VARNISHES (ENTRY 08/01/2011)  
0,04% COMPONENTS REMOVED FROM DISCARDED EQUIPMENT

**2016**



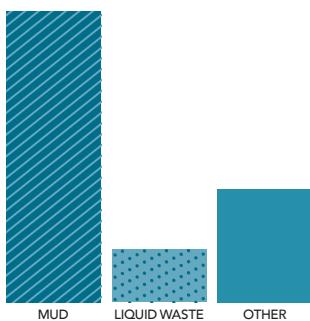
29,10% FILINGS AND SHAVINGS OF NON-FERROUS MATERIALS (AISI 304)  
8,61% MIXED METALS  
8,44% FILINGS AND SHAVINGS OF FERROUS MATERIALS  
6,68% IRON AND STEEL  
0,18% COPPER CUTTINGS

41,75% PAPER AND CARDBOARD PACKAGES  
0,15% PLASTIC AND METAL PACKAGING

3,30% LIQUID AQUEOUS WASTE  
0,30% END-OF-LIFE EQUIPMENT  
0,26% PAINT SLUDGE, ABRASIVE DUST AND BRUSHES  
0,03% COMPONENTS REMOVED FROM DISCARDED EQUIPMENT

# Dangerous Waste

**2020**



**88 %** MUD

**4 %** LIQUID WASTE

**8 %** OTHER

**73%** SLUDGE FROM ON-SITE EFFLUENT TREATMENT  
**15%** RESIDUAL FILTRATION SLUDGE

**4%** EMULSIONS AND SOLUTIONS FOR MACHINERY  
**3%** MINERAL OILS FOR MACHINERY  
**1,6%** WASTE ABRASIVE MATERIAL  
**1%** PACKAGING CONTAINING OR CONTAMINATED BY RESIDUES OF SUBSTANCES  
**0,9%** ABSORBENTS, FILTER MATERIALS, RAGS, CONTAMINATED PROTECTIVE CLOTHING  
**0,6%** LEAD-ACID BATTERIES  
**0,9%** OTHER HAZARDOUS WASTE

**2019**



**77 %** MUD

**9 %** LIQUID WASTE

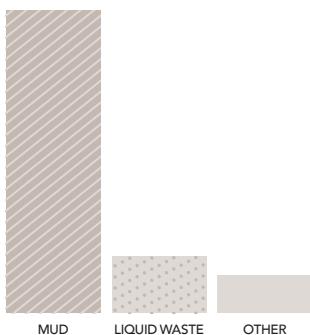
**14 %** OTHER

**77%** SLUDGE FROM ON-SITE EFFLUENT TREATMENT

**9%** AQUEOUS LIQUID WASTES CONTAINING DANGEROUS SUBSTANCES

**9%** OTHER HAZARDOUS WASTE  
**5%** PACKAGING CONTAINING RESIDUES OF HAZARDOUS SUBSTANCES

**2018**



**88 %** MUD

**9,5 %** LIQUID WASTE

**2,5 %** OTHER

**88%** SLUDGE FROM ON-SITE EFFLUENT TREATMENT

**9,5%** AQUEOUS LIQUID WASTES CONTAINING DANGEROUS SUBSTANCES

**1,6%** PACKAGING CONTAINING RESIDUES OF HAZARDOUS SUBSTANCES  
**0,9%** OTHER HAZARDOUS WASTE

**2017**



**34,7 %** MUD

**50,5 %** LIQUID WASTE

**14,7 %** OTHER

**34,75%** SLUDGE FROM ON-SITE EFFLUENT TREATMENT

**50,56%** AQUEOUS LIQUID WASTES CONTAINING DANGEROUS SUBSTANCES

**7,38%** PROCESSING SLUDGE CONTAINING HAZARDOUS SUBSTANCES  
**2,74%** SPENT OIL EMULSION  
**1,86%** HALOGEN-FREE MACHINE OILS  
**0,91%** TUNNEL WASHING SOLUTION  
**0,49%** PACKAGING CONTAINING OR CONTAMINATED BY RESIDUES OF SUBSTANCES  
**0,27%** INORGANIC WASTES CONTAINING DANGEROUS SUBSTANCES  
**0,22%** OTHER INSULATING MATERIALS CONTAINING OR CONSISTING OF HAZARDOUS SUBSTANCES

**2016**



**77 %** MUD

**23 %** OTHER

**77,25%** SLUDGE FROM ON-SITE EFFLUENT TREATMENT

**18,44%** HALOGEN-FREE EMULSIONS AND SOLUTIONS FOR MACHINERY  
**2,37%** HALOGEN-FREE WASTE OILS PACKAGING CONTAINING OR CONTAMINATED BY RESIDUES OF SUBSTANCES  
**0,17%** TRANSFORMERS AND CAPACITORS CONTAINING PCB  
**0,12%** FLUORESCENT TUBES AND OTHER MERCURY-CONTAINING WASTE  
**0,09%** ABSORBENTS, FILTERING MATERIALS, RAGS, PROTECTIVE CLOTHING CONTAMINATED WITH HAZARDOUS SUBSTANCES

## Packaging

The primary packaging, which contains the saleable unit of finished product (the package), consists of cardboard die-cut boxes, which are placed on a timber (euro-pallet) or plastic pallet, in order to facilitate handling. The suitably stacked packages are tied to the pallet by plastic strapping ropes and then wrapped with stretch film.

The materials chosen for the packaging of the product are not contaminated with substances that require cleaning before reuse and are tightly compacted, optimising the collection and transport phases.

Packaging has a protective function for the product. For Sambonet Paderno Industrie. Furthermore, it is one of the main and most effective channels of communication between the company and consumers: packaging provides necessary information about the raw material used to make the items, their use and maintenance, and plays a leading role in design and customer appeal.



Warehouse at the Orfengo factory

## No more usable end product

The end product features has no health or environmental risk as it is completely inert. The use of the product does not involve any problems for user's safety and the disposal of the product through recovery activities does not cause trouble of sorting and separation as it is applied to materials that are themselves inert. Therefore, there are no significant issues arising from use and disuse.

As far as electrical equipment is concerned, the Company has subscribed to APIRAEE, in compliance with WEEE legislation (Legislative Decree 25/07/2005 n151), with subscription number: IT09070000006180 of 24/07/2009.



# Environmental performance

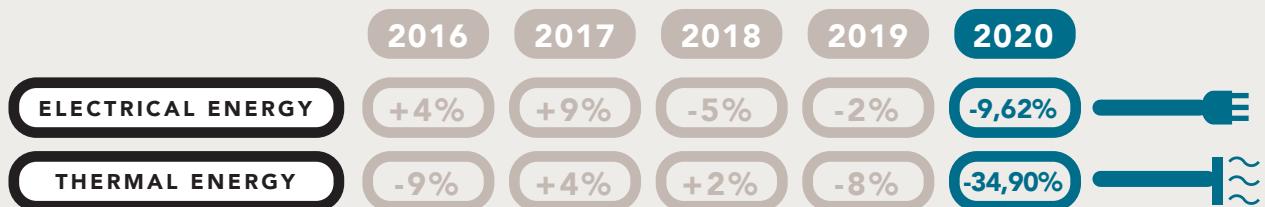
03–10

Third principle

## Efficient use of natural resources

Sambonet Paderno Industrie is constantly working to **reduce energy consumption** and acts mainly on the optimisation of company processes. This is why it has been started a process that has resulted in obtaining the new energy certification according to UNI ISO 50001:2018. The Company works in all production departments in order to identify solutions that allow the reuse of resources. The following table shows the year-on-year changes in the consumption of electrical and thermal energy since 2016

### Energy consumption



The company constantly aims to reduce and eliminate waste in all departments of the plant. Quarterly audits are arranged to define improvement actions and there is an Energy Management Team that checks for over-consumption and shares optimisation plans with the staff.

### Materials

The company's resources have focused on minimising the amount of raw materials used in the production process, on controlling the raw materials of the products sold and on the content of recycled material in the choice of raw materials. Sambonet Paderno Industrie uses, as main raw materials, materials with low energy content and reduced presence of hazardous substances, such as steel, nickel silver and aluminium. Furthermore, during the design of the articles, in order to reduce the volume of materials used wherever possible, the shape and thickness aspects of the various components that will be used during production are also evaluated.

Sambonet Paderno Industrie believes in and supports Product Lifecycle Management (PLM), a strategic approach to managing information, processes and resources to support the lifecycle of products and services, from conception, development, market launch and product retirement. For example, aluminium scrap is resold to the supplier of the raw material, who reprocesses it and puts it back on the market.

## Water resources management

Consumption is controlled by **monitoring** and **rationalising** the water use in the production cycle, especially regarding washing. In the departments there are five washing tunnels specially designed to waste as little water as possible: only the final stage of washing requires the use of "new" water, which is used for rinsing. The discharge of this water with traces of detergent goes to feed the previous step, whose discharge, which contains more detergent than the first, feeds the previous step and so on, recycling the water until the last step, whose discharge is sent to the treatment plant. The treatment plant has two different kind of treatment, one for recycling water and one for wastewater. The recycled water is sent to a plant with a flow rate of 20 m<sup>3</sup>/h (2,000 L) where it is treated with ion exchange resins (cationic resin, weak anionic resin, strong anionic resin). The plant is built in a double line to ensure continuity of operation. It receives and supplies the washing water from the silvering plants (automatic and manual), the tunnel washing plants (for the pottery, cutlery and testing departments) and the caving and pickling lines. Wastewater is sent to a lower flow rate plant (5 m<sup>3</sup>/h) and undergoes chemical and physical treatment plant. The process includes the following treatment stages:

- > oxidation of cyanides with sodium hypochlorite;
- > post-oxidation of cyanides with hydrogen peroxide;
- > Fenton oxidation with iron 2 salts and hydrogen peroxide for the removal of organic substances;
- > Coagulation with iron 2 salts to promote precipitate formation;
- > Neutralisation with calcium hydroxide to break down metals; > precipitation in the form of hydroxides;
- > Flocculation with polyelectrolyte;
- > Decantation of sludge;
- > Final filtration on sand-quartzite and activated carbon.

The plant treats wastewater from the Silvering Plants (Automatic and Manual), the Tunnel Washing Plants, the Caving and Pickling lines.

## Energy management

The company believes in clean energy and has demonstrated this in its choice of electricity suppliers. Sambonet Paderno Industrie has in fact a single supplier of electricity: A2A, which from 01/01/2021 provides the company with energy from 100% renewable sources.

Following the approval by the MiSE of the "Procedure for the identification of plants powered by renewable sources and the issue and management of Guarantees of Origin (Technical Procedure)", drawn up by the GSE as set out in Article 31, paragraph 1, of the Interministerial Decree of 6 July 2012, from 2013 the GSE will issue Guarantees of Origin (GO) in place of CO-FER certificates to certify the share of electricity produced from renewable sources, in accordance with the provisions of Article 15 of Directive 2009/28/EC.

The electricity supplier is A2A, which since 01/01/2021 has been supplying the company with energy from **100% renewable sources**.

In 2021 the company plans to build a photovoltaic plant with a power of about 1MW which will allow Sambonet to self-produce renewable energy to be used directly for its own production processes.

In order to increase the efficiency and reduce the waste of air conditioning systems, fan coils have been installed. The fan draws in the ambient air (to be heated or cooled), which is previously filtered and then pushed towards the heat exchange coil. In the offices built in 2012, heat recovery units were also added in order to keep the heat from the air in the closed environment before releasing it to the outside and using this heat to preheat the incoming air flow. This exchanges heat with the water by forced convection: in case of heating the heat is taken, in case of cooling it is given up. When the air is cooled,

dehumidification also takes place, resulting in the production of condensation, which is collected in the tray at the bottom.

Both the electrical and heating systems are fully controlled, so that unused offices are neither lit nor heated. In addition, both the lighting and heating systems are switched off during company closures. Each working environment is equipped with a controlled thermostat: using a sensor, the thermostat detects the temperature of the environment and brings the correct temperature back into the room.

The lighting system uses energy-efficient elements: the company is equipped with twilight switches throughout the factory, which automatically turn lights on and off according to the amount of natural light present.

The oldest buildings only date back to 2001, so they are new generation and equipped with wall insulation and thermal insulation.

## 04–10

Fourth principle

# Monitoring and reducing environmental impacts

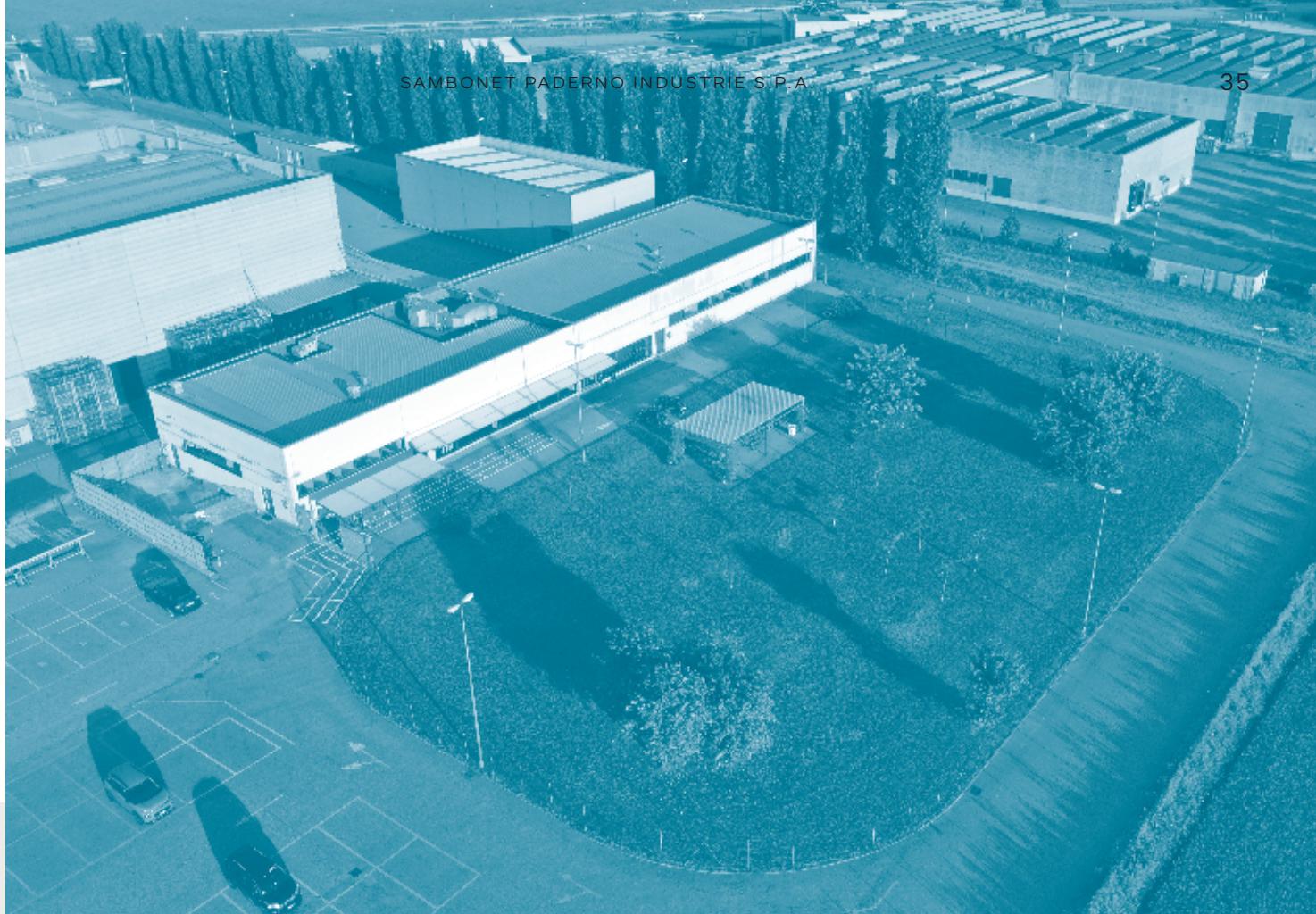
Sambonet Paderno has always invested in reducing and controlling as much as possible the impact that the company's activities have on the environment.

The company, which faces directly onto the regional road no. 11, Padana Superiore, which connects Novara and Vercelli and is located a few hundred metres from the entrance to the A26 Voltri-Gravellona Toce motorway, has not had to implement biodiversity mapping systems at its operating sites through the implementation of specific measures (e.g. protection of the habitats of protected species, protection of water reserves or forests, etc.). It has maintained a 30-metre road buffer towards the S.S. 11 and has included in this space green areas, recreational areas such as a sports field and car parks, and a roadway for public use of 5,850 sq.m.

## **Wastewater discharge**

Wastewater coming from the treatment plant is continuously monitored: pH and temperature are checked and corrected if necessary, and the metal content in wastewater is checked weekly by internal analyses and semi-annually by external companies. In 2011, the company invested in setting up an internal laboratory, purchasing new-generation instruments to carry out various types of tests. In particular, an ICP was purchased for metal content analysis, which allows waste water to be analysed quickly. Twice a week the laboratory technician takes water samples from different nodes of the treatment plant and from the final discharge and carries out the analysis, recording the results.

In November 2013, the internal ASEC Lab obtained accreditation from Accredia (according to UNI EN ISO 17025). Among the accredited test methods, wastewater analysis is also included: this provides additional assurance of the wastewater control carried out.



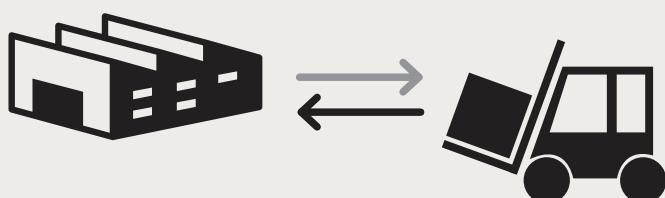
## Production

Sambonet Paderno is an industrial machine manufacturing company where brazing operations are carried out. One of the proud investments of the company is the purchase of a zero-impact welding system: **the welding machine is powered by an electrolysis system that works with water and dissociates it into oxygen and hydrogen, forming a gaseous mixture and avoiding the need for storage cylinders of pure elements. The mixture of hydrogen and oxygen burns at high temperatures to form water vapour, closing a cycle with zero environmental impact.**

## Rotation index

Rotation index of an item expresses the number of times, in the period considered (generally on an annual basis), that it is totally renewed in stock, allowing the company to recover the financial resources invested in the stock. It is obtained from the ratio of average sales and average stock valued.

The monitoring of this index is useful not only to keep orders for items with a low index under control, but also to avoid production that implies a consumption of resources "for the warehouse". Careful stock management allows responsible production planning. In order to raise the level of attention on this subject, control of the finished goods stock rotation index was included in the results bonus back in 2012. As the table below shows, we are seeing a positive performance in this respect.



Years	Turnover Rate
2016	1,50
2017	1,56
2018	1,42
2019	1,38
<b>2020</b>	<b>1,16</b>

## 05–10

Fifth principle

# **Focus on innovative technologies**

Sambonet Paderno Industrie made a choice oriented towards innovation as early as the construction of the new factories in 2001, both in the use of renewable energy and in the adoption of investments aimed at greater energy efficiency, translated into the technologies already mentioned (inverter systems and timers for the automatic switching off of utilities, intelligent lighting systems with the adoption of the use of twilight switches and insulation and reduction of heat dispersion).

The company has also decided to invest in the production of articles that express innovation and enhance the environmental and energy characteristics of the raw materials used.

## 06–10

Sixth principle

# **Responsible product management**

Sambonet Paderno Industrie carried out an analysis of the environmental aspects related to the different phases of the product life cycle. Already in the design phase, the use of renewable and recyclable materials, durability-ease of maintenance-interchangeability and standardization requirements have been considered. Each product is accompanied by information material on its correct use and disposal.

# Main raw materials

## purchased in 2020

### **stainless steel**

TYPE	KG
Disc	115.861
Strip	53.427
Small square	27.465
Strip 430	17.678
Pipe	30.984 (mt.)
Stainless steel sheet	23.122
Extruded	8.438
Flatbed 304 2B	1.539
Stainless steel strip	-

### **aluminium**

TYPE	KG
Alloy disc 1050 raw	45.399
Alloy disc 3103	10.560
Annealed alloy 1050 disc	4.500
Strip	-
Alloy 3103 square	10.560

### **silver**

TYPE	KG
Granules 999.5	400

### **alpacca**

TYPE	KG
Sheet	8.048

### **copper**

TYPE	KG
Annealed copper bar	-
Border	57

### **ottone**

TYPE	KG
Solid Round Bar OT58	5.743
Brass sheet	2.126

Steel is the main material used for Sambonet products and is 100% recyclable.

In fact, steel can be regenerated and recycled practically infinite times, reducing the consumption of natural resources.



# Environmental performance

07–10

Seventh principle

## Responsible supply chain management

Consistent with its desire to develop a responsible business model, Sambonet Paderno Industrie applies precise criteria in the procurement and selection of products and services. Each partner company is examined based on its Environmental Management and is invited to share the Charter of Principles. In 2001 the Company also created a Code of Conduct for External manufactures and Workshops to convey its values throughout the production chain. The Code has been formulated according to certain criteria of ethics, responsibility and respect for the environment, and fairness towards all personnel involved in the production process. The purchasing procedures themselves favour sustainable products (Green Procurement). The company has implemented the use of telecommunications for remote activities that reduce travel requirements.

Here below some telecommunications introduced with increasing use:

- > video conferencing;
- > distance learning;
- > teleworking systems;
- > certified electronic mail.

New company servers were also purchased to implement a data storage system. Three NetApp machines are in use, with consumption that is almost independent of the number of servers used, unlike the previous solutions adopted. All data is in fact processed in a virtual environment in which it is possible to create, manage and delete servers at will, without having any physical limitations.

The data sheets of the storage systems used are exhaustive in terms of consumption, giving a precise indication of the Watt (W) consumption of both NetApp models used (of the three, in fact, two are FAS8020 and one is a FAS2554):

## NetApp FAS2554

<b>POWER</b>	
<b>Power consumption</b>	
° Disk Processor Enclosure	200VAC: 531 W typical
° Disk Shelf Enclosure	DS424x : 100 to 120 VAC, 6.3 A; 200 to 240 VAC, 3.2 A; DS2246 : 100 to 120 VAC, 3.6 A; 200 to 240 VAC, 1.9 A
<b>Heat Dissipation</b>	1 939 BTU/hr (max), 1 813 BTU/hr (typical)
° Disk Processor	DS424x : 2180 Btu/hr (fully loaded shelf); DS2246 : 1181 Btu/ hr (fully loaded shelf)
<b>REGULATORY &amp; SAFETY</b>	
<b>Safety</b>	EN 60950, CE, CSA 60950, UL 60950, CB IEC60950-1 (all national deviations), EN60825-1, IRAM, GOST-R, BSMI CNS14336, CCC GB 4943-2001, SABS, S Resolution 92-98 FCC Part 15 Class A, ICES-03, CE, MIC, VCCI, AS/NZS CISPR 22, EN55022, EN55024, EN61000-3-2, EN61000-3-3, CoC (South Africa), BSMI, KN22, EN61000-4-2 to 6, EN61000-4-11, KN24, CISPR 24
<b>Electromagnetic Compatibility (EMC)</b>	

## NetApp FAS8020

<b>POWER</b>	
<b>Input Voltage</b>	110V or 220V
<b>Power consumption</b>	
° Storage Controller Enclosure	200VAC = 353 W Typical dual controller
° Disk Shelf Enclosure	DS424x : 100 to 120 VAC, 6.3 A; 200 to 240 VAC, 3.2 A; DS2246 : 100 to 120 VAC, 3.6 A; 200 to 240 VAC, 1.9 A; DS4486 : 100 to 120 VAC, 8,71 A; 200 to 240 VAC, 4,59 A
<b>Heat Dissipation</b>	1450 BTU/hr (max), 1205 BTU/hr (typical) dual controller
° Storage Controller	DS424x : 2180 Btu/hr (fully loaded shelf); DS2246 : 1181 Btu/ hr (fully loaded shelf); DS4486 : 3137 Btu/hr (fully loaded shelf)
<b>REGULATORY &amp; SAFETY</b>	
<b>Safety</b>	EN 60950, CE, CSA 60950, UL 60950, CB IEC60950-1 (all national deviations), EN60825-1, IRAM, GOST-R, BSMI, SONCAP, NRCS LOA
<b>Electromagnetic Compatibility (EMC)</b>	FCC Part 15 Class A, ICES-03, CE, KCC, VCCI, AS/NZS CISPR 22, EN55022, EN55024, EN61000-3-2, EN61000-3-3, SABS COC, BSMI

# Environmental performance

08–10

Eighth principle

## Awareness and training

The company believes in involving human resources in environmental sustainability objectives. The tools adopted to achieve this objective are awareness-raising and training, through several meetings during the year; the company's system policy is delivered to new hires and updated and posted on all company notice boards. During the year, an appropriate company training is carried out introducing legislative changes, raising employee awareness. All training carried out, both internal and external, and the verification of its effectiveness, is recorded in the employee register.

Human resources are monitored as they carry out their activities and are also encouraged by specific entries in the salary bonus. The company's primary objective is to create a real corporate culture that is sensitive to issues of sustainability and environmental protection.

2020 was a year that revolutionized the way people at Sambonet had always been used to working. In particular, training delivery methods had to be readjusted to the physical distancing measures imposed by the COVID-19 emergency.

This did not, however, prevent Sambonet from continuing its commitment to train people, but rather allowed the company to experiment with new methods; despite this, due to the health emergency, there was a drop in average training hours in 2020 compared to the previous year.

# Environmental performance

09–10

Ninth principle

## Trasparency towards Stakeholder

**The promotion activity its environmental policies and sustainable actions is managed through the preparation of environmental reports and declarations and the Sustainability Report.**

A positive role in the community: for Sambonet Paderno Industrie, operating sustainably means creating value for the environment and the communities in which it operates. The Company's interests are closely linked and overlapping with those of the communities in which it operates and of which it is an integral part, as an employer, customer, supplier and as taxpayer as well. The Company believes that sustainable development is the basis for building a process of continuous improvement that ensures the Company's ability to grow. In turn, a growing and well-managed business has a positive impact on overall economic development by generating new jobs, benefiting local suppliers, distributors and shops, and ensuring greater investment in local communities and economies. These benefits are complemented by the positive impacts of reusing and recycling packaging materials.

The Company has decided to focus its commitment on responsible consumption, investments in local communities and environmental protection.

In terms of supporting local communities, Sambonet Paderno Industrie's commitment fully reflects the vision that coincides with its philosophy as an Italian industrial company with an attitude of solidarity. The goal is to make a positive contribution, in terms of economics, know-how and human resources, to improve the quality of life in the communities where the Company is located. Minimising the environmental impact of production is a key element of the company's way of doing things and is a tangible daily commitment.

## 10–10

Tenth principle

# Coherence in international policies

Sambonet Paderno Industrie recognises the value of constructive collaboration with its suppliers in order to ensure the supply of excellent quality raw materials. Once the suppliers have been selected, programmes of collaboration and, where necessary, support are set up, through the transfer of technology and know-how in the environmental field; this is achieved through participation in innovation update events.

## Trasparency and ethic

The Company is committed to being transparent and to ethical behaviour with its suppliers and all stakeholders as well. The Code of Ethics adopted has the purpose of defining and disseminating the values and rules of conduct to which Sambonet Paderno Industrie constantly refers.

## Organisational model

Sambonet Paderno Industrie has decided to follow the provisions of Legislative Decree no. 231/01 governing the "Administrative Responsibility of Companies" in order to reinforce the internal control system and raise awareness of crime prevention. The Code of Ethics adopted identifies the Company's values and highlights the most important rights and duties in carrying out the responsibilities of those who work in or with the Company.

The Code also promotes a high standard of in-house professionalism and prohibits behaviour that conflicts with regulatory provisions and the Company's values. The observance of the Code and compliance with its contents is required for directors, managers, employees, agents, consultants, suppliers, business partners and all those who are bound by a relationship of collaboration with the Company. The organisational Model related to health, safety and environmental issues, will be implemented within 2021.

## Sustainable development

The Company has adopted a sustainable development approach focused on strategic priorities. Sambonet Paderno Industrie believes that its greatest contribution to society is the production of high quality products, recognised and appreciated by its consumers. But it does more than that: it creates jobs, contributes to general taxation, develops human capital, demonstrating that business growth and sustainable development can feed and reinforce each other.

The company's approach to sustainability not only represents a responsible attitude, it also has a positive impact on the business in terms of profit and economic growth. Therefore it has become an integral part of the company's philosophy and guides all activities: from the choice of raw materials to the final product.

## Human rights

Internally, the Company promotes a culture aimed at preventing any form of discrimination in employment and occupation and ensuring that all employees are valued and treated with dignity. It is also committed to creating a safe working environment for people.

Sambonet Paderno Industrie was certified to the OHSAS 18001 standard in 2006 and subsequently to ISO 45001, expressing a willingness to comply with health and safety requirements in the workplace that are more stringent than the provisions of Italian law. Sambonet Paderno Industrie's commitment is aimed at the continuous improvement of occupational health and safety, through the definition of achievable and measurable objectives to be pursued according to the relevant implementation plans discussed within the plants. All this has made it possible to achieve the accident indices shown below.

## Accidents

	2016	2017	2018	2019	2020
Total accidents	3	1	1	2	<b>3</b>
Total accidents days	182	4	6	82	<b>59</b>
Average injury duration (days)	60,60	4	6	41	<b>19,60</b>
Average age injured	45,60	50	33	51	<b>43</b>
Frequency index (F.I.)	0,65	0,22	0,22	0,45	<b>8,4</b>
Severity Index (G.I.)	0,40	0,01	0,01	0,18	<b>0,17</b>
Incidence index (I.I.)	1,07 %	0,35 %	0,34 %	0,69 %	<b>1,15 %</b>

F.I. = (total number of accidents \* 100,000) / hours worked

G.I. = ((total days of accident + (sum of pension grades \* 75)) \* 1,000) / hours worked

I.I. = total number of accidents / number of employees

The risks of accidents at work have been assessed based on the legislation in force (Legislative Decree 81/08) and the situation is considered to be under control. In 2020 there were 3 accidents with a total duration of 59 days.

Year	No. of accidents	No. of workers	Incidence index
<b>2013</b>	8	593	1,35
<b>2014</b>	13	593	2,19

Table with data provided by the INAIL database, referring to the entire national territory and for the specific business sector (Ateco category C 25710).

**10–10**

Tenth principle  
**Coherence in  
international  
policies**

## **In terms of health and safety in the workplace Sambonet Paderno Industries is committed to:**

- > Operate in compliance with laws, regulations and directives (national and EU), and with all requirements and commitments voluntarily added by the Company as well;
- > Disclose this safety policy to all workers and make it available to all stakeholders;;
- > Introduce and maintain procedures to control the health and safety of personnel, and update them on an ongoing basis;
- > Develop programs, objectives and targets and guarantee adequate human and economic resources for their achievement;
- > Strengthen training and information activities on health and safety in the workplace, involving all the employee, sensitising on their own commitments, responsibility and on the expected results;
- > Commit to reduce accidents and occupational diseases defining practices and procedures;
- > Evaluate the relevant risks to workers' health and safety, identify and monitor the risks associated with the different activities;
- > Evaluate occupational health and safety risks related to organisational, technical, procedural and plant changes in advance rather than after the event;
- > Raising awareness of safety issues among contractors and suppliers and requiring them to comply with this policy, laws and procedures adopted by the Company;
- > Constant improvement of the occupational health and safety management system;
- > Improving the involvement and empowerment of workers at all levels, including through information and training programmes;
- > Improve the management of occupational safety and health by encouraging a flow of communication across the company's various departments;
- > Make the company's approach to worker health, safety clear and transparent by creating and maintaining a collaborative dialogue with civil society, local authorities, trade associations, control authorities and any other Stakeholder;
- > Review the risk assessment periodically regardless of occurred changes;
- > Periodically review this policy and the occupational health and safety management system to verify and ensure their congruence, suitability and appropriateness to the organisation, the effectiveness of their performance and to enable the reformulation of the objectives for continuous improvement.



# Social responsibility

**The greater the involvement of employees and customers in sharing the social value of the service is, the more efficient the service itself becomes. With this consciousness the Group has implemented many sustainable projects and more are planned for the future.**

## Responsibility to the community at large

The Sambonet Paderno Industrie Group's significant commitment to engage stakeholders is an internal key element of its operating methods.

During 2019, many customers visited the plant, having the opportunity to view the production site. This initiative is carried out in a spirit of cooperation by the management with a view to making all customers aware of the production process for the creation and improvement of their products.

Over the years, several projects have been carried out for the community, for schools and to support socio-pedagogical institutes such as the Schools Project with Italian Culinary Institute for Foreigners.

The company has always opened its doors to introduce its production, for example with the "Open factories", a Piedmont Region initiative promoted by for citizens interested in visiting, in an engaging and immersive way, the local industries.

**Sustainability Report's** Sambonet Paderno Industrie is annualy published. This tool represents a statement of the human, ethical and deontological profile of the company aimed at protecting the environment and improving people's quality of life. The report shows how, over the last year, significant measures have been implemented to protect natural, technological and human resources, as well as a relationship of sharing and mutual trust established with stakeholders.



March 2016 - Inauguration of "MU - 141, La Vita Infinita" (MU - 141, Infinite Life), a work of art by the Japanese master Kengiro Azuma, placed in the company's entrance square, a testimonial to the company's commitment to promoting culture and the local area

## Responsibility to our people

The Sambonet Paderno Industrie S.p.A. Group orients its actions towards those principles of human resources management that recognise **the importance of the individual within the organisational system** and that consider personal involvement an essential resource to facilitate maximum integration between the company's objectives and the expectations of its employees.

The Group pursues an ongoing annual training program agreed with the various task managers, based on the need for staff training and information.

All the main updates concerning the company, such as trade fairs, products, new designs, new catalogues of the various brands are published on the company website by monthly newsletters.

The company has its own gym, which is at the complete disposal of employees. Monday to Friday from 7.30 to 8.45 and from 12.00 to 19.30.

For several years, the company has been actively engaged in the implementation of various projects. During 2017, for example, a **Welfare Plan** was introduced, in line with the provisions of the 2016 Italian Stability This law provides for the possibility for companies to set up Welfare plans that allow employees to choose if they want to convert production bonuses into goods and services, by joining the Welfare plan that allows them to avoid taxation charged to the employee.

Starting in 2016, **agreements** have been signed with important local companies and national partners, in order to offer special purchasing conditions to each other's employees and customers. The companies involved include furniture, clothing and sports shops, gyms, travel agencies, bookshops and theatres.

The Company has also activated an online **Corporate Benefits** system, managed through a dedicated portal and updated monthly through a specific newsletter. On this portal, employees can access a series of additional conventions, discounts and offers on a wide range of products and services from prestigious brands and companies.

Just before Christmas, the company usually offers a Christmas lunch in the company canteen, with greetings and good wishes from the management.

An **Open Day** is also organized in December. The company remains open to friends and relatives of employees, offering the opportunity to learn about the entire production process of Sambonet Paderno Industrie. In each department, set up in the Christmas theme, there is a specific path aimed at the knowledge of a particular step of the production chain.



Since 2018, Sambonet Paderno Industrie has been one of the first companies in the area to join the **European WHP Network** to spread the importance and protection of psychophysical health. In addition to guaranteeing preventive measures against accidents and illness in the workplace, the company works proactively to offer employees opportunities to improve their individual and family conditions, from agreements for the purchase of goods and services to facilities for smartworking and reconciling professional and personal life. It aims to promote a balanced lifestyle in the areas of nutrition, sport and emotion.

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12/2021

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