

SUSTAINABILITY  
REPORT  
2022



**STOSA GREEN PARK**

*Innovation, Design, Sustainability*



*“Building  
a new company  
based on respect for people  
and the environment.”*



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# LETTER TO STAKEHOLDERS

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Dear Partner / Collaborator,

We would like to share with you a new and extremely important milestone in the history of Stosa Cucine, an Italian company whose DNA has always included the essential values of authenticity, respect for people, importance of family and deep roots in the local community.

Italy is a land rich in entrepreneurial families whose capacity for innovation helps spread the reputation of Italian quality and design worldwide. Their products contribute to the country's economic and cultural growth and even influence trends and cultural models. The story of Stosa Cucine is the story of one of these families, and of a dream that became reality, guided by passion and know-how transmitted from one generation to the next. Stosa has been producing quality Italian kitchens for 60 years, and our products are recognised and acclaimed for their innovation and design. In this **first ever Sustainability Report**, in addition to providing information about our products, we also want to explain how we care for people and the environment.

This report expresses our commitment to serving as a positive force in support of the people who work in our factories, the local community from which we have sprung and which continues to shape our future, and the planet on which we live, which requires us to do everything we can to protect it, more than ever before. We are determined to play our part and to have a positive impact on people and on the environment in which we live.

Authenticity is the very heart of our company, and is reflected in the values that guide us. We are a signatory of the Furniture Pact, a pact introduced by SDA Bocconi's Sustainability Lab, to unite companies in the Italian furniture supply chain who share the objective of promoting sustainability and taking practical steps to reduce their impact on people and the environment.

The sincerity of our commitment is expressed through practical actions. We have already invested 15 million euros in the construction of Stosa Green Park, an Industry 4.0 Smart Factory conceived and built with sustainable development in mind. Our Green Park will cover a total area of over 150,000 m<sup>2</sup> and will boast state-of-the-art machinery and a photovoltaic system that will make us almost self-sufficient in energy. It will also include a catering area, parking spaces and electric charging columns to help employees live and work in a healthier, more pleasant environment.

We believe that the family plays an essential role and that its values deserve to be preserved. The wellbeing of everyone who works at Stosa is therefore one of our priorities. Our company was recently certified WHP – Workspace Health Promotion – a World Health Organisation Programme that promotes health through correct workplace lifestyles.

2023 will be a year of further progress towards our goals. We are confident that we can make a difference and grow responsibly, with respect for everything around us – everything that has helped to make us the internationally recognised and respected company that we are today. We have set ourselves ambitious, challenging targets and adopted innovative new ideas in order to improve not just the performance but the sustainability of our business. We hope to have a positive influence on all those who work with us and live near us while still preserving our unique identity.

We end this letter by thanking you for your input, which has been a great help in bringing this project to a successful conclusion. Thank you for your valuable time. Together, we can continue to make a difference, by fostering an approach to business based on quality, sustainability and accountability.

We look forward to continuing this journey together.

Stosa Cucine







# NOTE ON METHODOLOGY

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To give greater prominence to our commitment to a sustainable business model, and to our accountability to stakeholders, we voluntarily decided to publish a Sustainability Report alongside our financial reports, starting with Stosa Cucine's 2022 business year.

This document applies to the 2022 financial year. It provides information on environmental, social and personnel issues and on our respect for human rights and our fight against corruption. The topics in it have been selected to help readers understand our company's activities, performance, results and impact.

This Sustainability Report is prepared in accordance with the standards defined by the Global Reporting Initiative. We have applied the principles set out in the 2021 GRI standards: accuracy, balance between positive and negative impacts, clarity, comparability, completeness, sustainability context, timeliness and verifiability. Performance indicators have been selected on the basis of relevance and reflect current reporting standards. They are both representative of the specific sustainability areas analysed and consistent with the activities of the Group and its generated impacts.

Quantitative information based on estimates is highlighted in all sections of this document.

The reporting perimeter for data and qualitative and quantitative information covers the entire Stosa organisation. From now on, a Sustainability Report will be produced annually.

# MATERIAL TOPICS ANALYSIS

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This Sustainability Report focuses on material topics as well as on the concepts of impact and due diligence. GRI standards define material topics as aspects that reflect an organisation's most significant impacts on economic wellbeing, the environment and people, including human rights.

The material topics analysis process consisted of the following steps:

## 1. Context analysis

This analysis was designed to understand the context of the organisation. It covered aspects such as Stosa's activities, business relations, sustainability context and relevant stakeholders.

## 2. Identification of sustainability impacts

The main impacts of the organisation on economic wellbeing, the environment and people were identified, based on the outcomes of the context analysis and topics arising from continuous dialogue with stakeholders. The list of identified impacts was then evaluated by the board and internal stakeholders.

## 3. Assessment of the significance of impacts

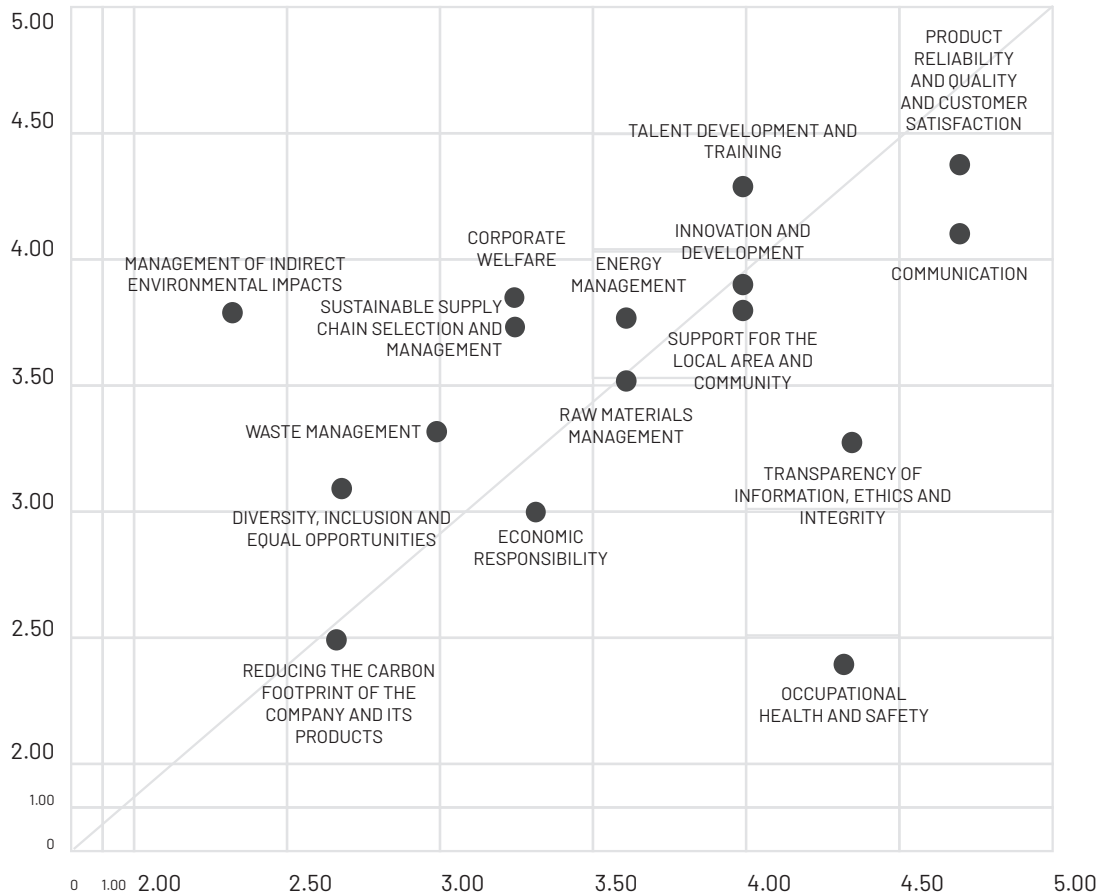
The most significant sustainability impacts and topics were analysed in a 'targeted' process involving internal stakeholders as well as the company ownership. This process required the completion of a questionnaire assigning each topic a priority for action by the organisation on a scale from 1 ("not at all significant") to 5 ("priority").



## MATERIAL TOPICS

<b>Governance</b>	Economic responsibility
	Transparency of information, ethics and integrity
	Sustainable supply chain selection and management
	Innovation and development
	Product reliability and quality and customer satisfaction
	Communication
<b>Environment</b>	Energy management
	Raw materials management
	Management of indirect environmental impacts
	Reducing the carbon footprint of the company and its products
	Waste management
<b>Social responsibility</b>	Talent development and training
	Company welfare and wellbeing
	Diversity, inclusion and equal opportunities
	Occupational health and safety
	Support for the local area and community





An analysis of the above chart shows that the points concentrated in the upper right quadrant, i.e. the topics considered strategic by both the board and employees, are: reliability, product quality and customer satisfaction, talent development and training, innovation and development, support for the local area, and communication. These topics are mainly related to our product, the climate within the company and support for the local area and community in which Stosa operates.

Topics such as reducing the carbon footprint of the company and its products received a lower rating because they are already carefully controlled by the company. Stosa has invested in a five-year project to build a new site, designed along criteria of environmental friendliness and energy efficiency.

The board also considered the topic of occupational health and safety to be particularly important: though already carefully controlled, attention must never be allowed to drop. The Sani family likewise views transparency of information, ethics and integrity as strategic for the future.

When the questionnaire was given to Stosa's employees, they were also asked to offer suggestions or ideas for new ways to create value for the community and the environment. Numerous proposals were made and these are grouped and summarised in the following three ESG areas related to the main topics:

## **Energy efficiency and reducing indirect environmental impacts**

- Promote sustainable mobility for employees.
- Construct parking spaces with photovoltaic roof systems to compensate for CO<sub>2</sub>.
- Purchase electric cars for company travel and provide electric charging columns for them.

## **Corporate welfare, talent attraction and community relations**

- Join company welfare programmes.
- Continue to invest in training to keep personnel up to date.
- Create dedicated areas for employee sports, relaxation and socialising.
- Organise social events, including ones for employees' families.
- Invest more in attracting and cultivating new talent, including through the creation of a "Stosa Academy".
- Offer scholarships to particularly deserving students from local low-income families to permit continued school and university attendance, perhaps targeting academic subjects of relevance to the company.
- Run community support projects.
- Organise more community activities/events to raise awareness of the company's values and projects (e.g. events with schools).

## **Innovation, development and product quality**

Continue dialogue and collaboration with designers and stakeholders who are actively engaged in sustainability issues, with a view to designing new products and processes based on sustainable technologies and the circular economy.



STOSA  
CUCINE

STOSA  
CUCINE

COMPANY

**Stosa Cucine** is a family-run joint-stock company with registered office in Barberino and operational headquarters on Strada Regionale Cassia in Radicofani. The company was formed in 1964 in Piancastagnaio, a town in the province of Siena. The new company was housed in a carpentry workshop of 300 m<sup>2</sup>. Production of Stosa kitchens began as a result of the passion of Maurizio Sani.

Thanks to the strategy of brand development and consolidation pursued by the Sani family, who have owned the company since 1985, Stosa has experienced continuous growth and expanded its domestic and export markets while maintaining close links with the local area.

Today, Stosa Cucine is one of Italy's largest furniture producers, with a strong identity and a well-defined brand. The company is a leader in the production of fitted kitchens and also makes living area furniture. Constant investment in **technology, research & development** and **communication** has allowed Stosa to build a **reliable, authentic brand** that stands for quality, professionalism, and the ability to satisfy all possible style, space and budget requirements.

## SIZE OF THE COMPANY

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**Stosa Cucine** today occupies an area of 130,000 m<sup>2</sup> between its offices and factories.

285 people are presently employed in Stosa production units in the municipality of Radicofani. The company has taken on an additional 75 employees since 2021, and by 2025 plans to have 90 more employees than in 2019, thanks to major investments in new production plant.

Value of production

● **183,000,000**

Employees

● **285**

Number of kitchens sold:

● **38,603**



# GOVERNANCE

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Stosa's Board of Directors is composed as follows:

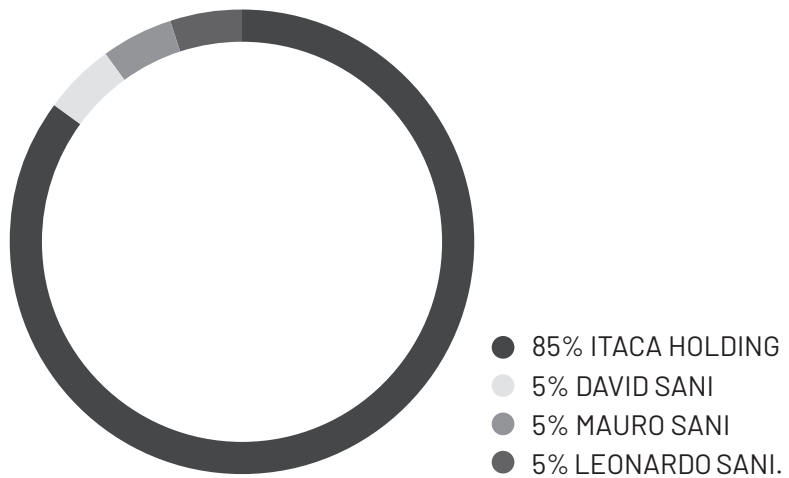
**Maurizio Sani**  
President

**David Sani**  
Vice-President

**Mauro and Leonardo Sani**  
Directors

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Every member of the board also has an executive role.  
Shares in the company are distributed as follows:



# COUNTRIES SERVED

CONTINENT	COUNTRY	CONTINENT	COUNTRY	CONTINENT	COUNTRY	
AFRICA	Algeria	FAR EAST	China	EUROPE	Greece	
	Egypt		South Korea		Iceland	
	Ghana		The Philippines		Kosovo	
	Kenya		Singapore		Latvia	
	Libya	CENTRAL & SOUTH AMERICA	Anguilla		Lithuania	
	Morocco		Chile		Luxembourg	
	Mauritius		Colombia		Macedonia	
	Nigeria		Costa Rica		Malta	
	Senegal		Guadeloupe		Moldova	
	South Africa		Mexico		Montenegro	
Uganda	Panama		Norway			
MIDDLE EAST	Saudi Arabia		Puerto Rico		Venezuela	The Netherlands
	Azerbaijan		NORTH AMERICA		USA	Poland
	Bahrain				Canada	Portugal
	United Arab Emirates	EUROPE	Albania		United Kingdom	
	Georgia		Armenia		Czech Republic	
	Jordan		Belgium	Romania		
	India		Belarus	Russia		
	Iran		Bosnia and Herzegovina	Serbia		
	Iraq		Bulgaria	Slovakia		
	Israel		Cyprus	Slovenia		
	Kazakhstan		Croatia	Spain		
	Lebanon		Estonia	Sweden		
	Oman		France	Switzerland		
	Qatar	Germany	Ukraine			
	Taiwan	OCEANIA	Australia			
	Turkey		New Caledonia			



# TRADE ASSOCIATION MEMBERSHIP

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## **Federlegno Arredo**

This is the Italian Federation of Wood, Cork, Furniture and Furnishing Industries. It represents the Italian wood furniture sector in all sections of the supply chain, from raw materials to finished product, in Italy and abroad.

# LIST OF STAKEHOLDERS

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**Employees**

**Suppliers, consultants**

**Customers**

**Distributors, agents**

**Schools, training institutes**

**Institutions**

**Service sector bodies**

**Banks, insurance companies**

**Trade Associations**

**Media**

**Architects, designers**

Stakeholders are continuously consulted by our company. Our agencies, who support customers locally, are involved in product and household appliance training and also take part in company meetings. Customers, in turn, participate in training courses on products, graphic programs, and household appliance brands (Stosa Academy on tour) organised and run by company representatives.

# PRUDENT APPROACH

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Our company adopts a prudent approach to controlling workplace hazards and financial risk, but the process is not yet certified.

# VISION

We design products that make customers proud to have chosen Stosa.  
We create exceptional value for customers and dealers around the world.



# VALUES

Our values derive from the life of our founder and represent a perfect blend of form and substance. They are the values of a great family. Applied at company level, they have gained in strength and importance over the years. As the foundations on which the Stosa brand is built, they guide all our business choices and are constantly oriented to the future and to innovation.



DESIGN



EXPERIENCE



INNOVATION



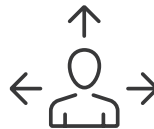
MADE IN ITALY



QUALITY



RELIABILITY



FLEXIBILITY



SUSTAINABILITY



# CERTIFICATION

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Stosa has chosen to give customers an additional guarantee. Our determination to provide top-quality and long-lasting products and to achieve continuous improvement is underscored by our decision to obtain some of the most prestigious certifications in the world.

Quality certification is entirely voluntary; it is not required by law. Certification involves a declaration, by an independent third party, that our products and our quality management system conform to the requirements of an established standard. We have chosen to obtain certification in a number of areas of fundamental importance to the manufacture of top quality furniture: the supply chain, production and the environment.





## ISO 9001:2015 Quality Management System

ISO 9001 is one of the most influential standards in the world. As an evolved company, Stosa has chosen ISO 9001 certification because it understands that continuous innovation and research are essential to future prosperity. Stosa also believes that employees need to be kept constantly informed, trained and directly involved in implementing the Quality Management System. The ISO 9001 model serves as a strategic tool for living up to the promises we make to our customers and for measuring performance through specific indicators.

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## Made in Italy

This certification guarantees that Stosa kitchens are made entirely in Italy, that design, development, production and assembly work is 100% Italian and that processes conform to legislation in the fields of labour, health and safety. 100% Made in Italy certification demonstrates our commitment to defending Italian culture and craftsmanship as the inspiration behind technically and stylistically superb products. It also confirms our determination to promote the excellence for which Italian design has always been recognised on the domestic and international markets.

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## Furniture of Certified Italian Origin

Stosa Cucine is one of the few Italian companies certified by COSMOB, a notified body that assesses the circularity of production processes and provides companies with an objective certification of their transparency on sustainability matters. The certification process covers all phases from concept and design to the selection and sourcing of materials and final production. It also extends to eco-design, the efficient use of resources and, finally, the recovery and/or recycling of the products certified.

COSMOB has monitored and assessed all these aspects at Stosa Cucine and has certified our company's ability to implement an industrial process that is centred around respect for people and the environment and that extends to every stage in the furniture production chain, from our manufacturing lines all the way to our end customers' homes.

In particular, it has been shown that the percentage of material that can be re-used approaches 100%. Laminate and melamine panels, for example, are 96% circularly sourced.



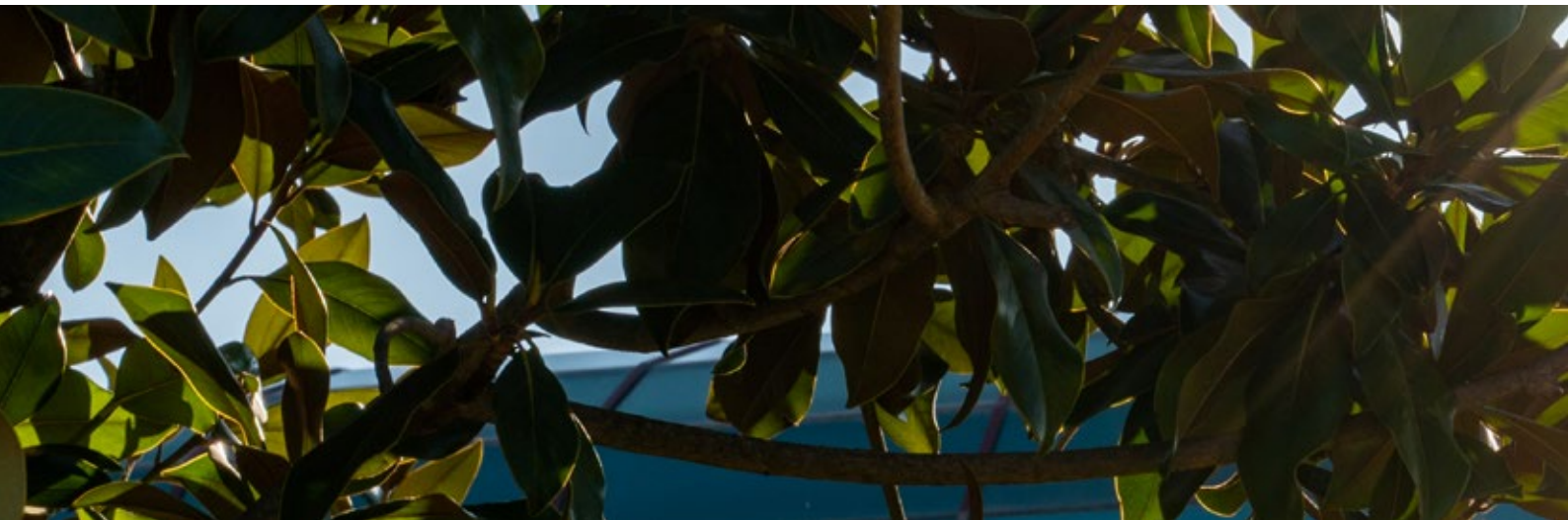


## FSC® certification

Stosa Cucine introduced a rigorous quality control system back in 2009 and appointed a specialist manager to organise production and to ensure the meticulous selection of products and processes throughout the supply chain, based on precise criteria. Because it is impossible to ignore how production processes can impact the environment, the company decided to develop and manage a supply chain that demonstrates the same high level of commitment. Stosa adopted the aims of the FSC® in 2012. Today, we are a partner of FSC® Italia and in the last two years have developed new models and restyled existing ones using only FSC® certified cabinets as standard. However, we remain committed to further improving our supply networks and production lines and to converting, as soon as possible, all models in our range into ones made from certified wood sourced from suppliers who support responsible forest management, without increasing the price to end customers. Our commitment has been acknowledged by FSC who, at the 2020 FSC® Italia Furniture Awards, presented us with an award in the Interior Furniture, Kitchens category for having produced the first kitchen consisting of FSC certified cabinets.

The prize was supported by the following statement:

“Stosa Cucine is a great company that has been producing Italian-style kitchens of internationally recognised quality for over 55 years. The company has been FSC® certified since 2012. In recent months Stosa has increased its efforts and successfully produced its first kitchen featuring FSC® certified cabinets as standard. This is only the first of many Stosa models that will carry the FSC® mark in future, in line with a precise development plan that will soon see other Stosa products converting to FSC® certification. This is a source of great satisfaction for us, and we shall be supporting the company in coming months to highlight its strong commitment.” In 2021, Stosa received a Special Prize for communication at the first European edition of the FSC® Furniture Awards, for having supported FSC® values through digital, social and television communication strategies that actively promoted the values of this important certification system. This practical commitment on the part of Stosa Cucine foresees the re-engineering of design and production facilities and the absorption of major investments without any increase in product prices. Recognition by FSC® has been a prestigious reward for us and complements our Furniture of Italian Origin, 100% Made in Italy certification and our other quality marks.





## CARB P2

All Stosa kitchen units are made from CARB P2 certified materials. Carcasses are made from recyclable panels with extremely low formaldehyde content. Formaldehyde is used to produce many adhesives and resins and over time it can release gas molecules into the environment that may be harmful to man at high concentrations. CARB (California Air Resource Board) certification is based on Airborne Toxic Control Measure (ATCM) rules, the purpose of which is to reduce and control formaldehyde emissions from wood-based materials used within the territory of California.

CARB certification has been used as a reference standard by major multinational companies in the wood furniture sector. It confirms our dedication to environmental protection and our conviction that design and innovation demand the selection of raw materials that combine ethical recycling with respect for the environment.

## E1

Wood-based panels are classified according to their formaldehyde emissions, following criteria established by European technical regulations. The panels used by Stosa Cucine are classified E1 (low emissions), and do not exceed World Health Organisation limits for airborne formaldehyde emissions in living areas and lounges.



## COSMOB Qualitas Praemium

Stosa has also been awarded COSMOB Qualitas Praemium (CQP) certification for "Circular manufacturing in the furnishing industry" in recognition of the excellent results achieved recently in the sustainable use of resources throughout the product life cycle. The percentage of material that can be re-used approaches 100%. Laminate and melamine panels, for example, are 96% circularly sourced.



A modern kitchen interior featuring a large skylight on the ceiling, dark cabinetry, and a central island. The word "PRODUCT" is overlaid in white serif font. The kitchen includes a dark countertop, a sink with a modern faucet, and a central island. The background shows a dark wall with a stack of firewood and a chair. The floor is a light, polished concrete.

# PRODUCT





Every single product we create is a tangible symbol of our brand's values. This is why we dedicate so much attention to production and to everything related to it.

Our production department of 80,000 m<sup>2</sup> is equipped with the most modern manufacturing systems. To bring our creations to life, we use only the best suppliers of innovative, top quality, long-lasting parts and materials. In addition to being smart and functional, product design must be able to satisfy all possible stylistic needs.

Production conforms to the highest standards of quality and sustainability, with most of the energy consumed coming from our large rooftop photovoltaic installation. Lastly, the advanced logistics of a fully automated warehouse allow products to be picked and placed without operator intervention, guaranteeing rapid response times and the highest levels of quality control.

Stosa produces and distributes fitted kitchens.

The range is identified by a single brand (Stosa) and is divided into 3 product lines: Modern Look System, Modern Evolution and Classic Glam.





Our product lines satisfy all tastes, can furnish kitchens of all dimensions, and cater for all budgets too: 2 style lines (Modern and Classic), 3 design systems (Evolution System, Look System and Classic Glam), over 100,000 possible combinations, 500 door colours, 1000 finishes, and living zone furniture and complements. We also offer a vast range of interior accessories, lighting systems and space organisers to give customers a truly complete product that exactly matches their personal needs.

A fourth Stosa product line, Art, consists of budget models that cannot be mixed with other lines.

In addition to Furniture of Italian Origin and 100% Made in Italy certification (common to all Stosa Cucine products), Art kitchens also stand out for FSC® certification of their carcasses and doors, transparently proving that the wood used in them comes from responsibly managed sources.

The doors are also CARB P2 certified, i.e. made from panels with a very low formaldehyde content, further confirming Stosa's commitment to protecting the environment and respecting the consumer. Art kitchens are in part a response to the latest tendencies and to a more modern approach to consumption, user lifestyles and purchasing trends, and in part an offering to users who refuse to compromise on the value of the furniture they buy for their home, but wish to invest a smaller part of their budget.

When it comes to product offering, flexible design is the most distinctive feature of all Stosa kitchens. Personalisation is one of the most important trends in today's market. It responds to people's desire to own something unique that reflects and expresses their tastes and personality.

Stosa has welcomed this new trend and transformed it into a complete, essential company value: flexibility in the design of products and services. Efficient service demands a close relationship with our direct customers, in other words our dealers. The attention we dedicate to our points of sale is one of the reasons for which Stosa is known and appreciated throughout the sector. As a company, we build a strong and lasting relationship with our dealers by offering them an all-round consulting service spanning everything from showroom layout to the design of business models.

Products are obviously more of interest to the end customer. In this case, flexibility in design is one of the values that sets us aside from our competitors.

Let's give you an example... Customers choosing Stosa can find many different ways to personalise their chosen kitchens, from components to finishes, opening systems to worktops. They can even combine different models in the one kitchen. And thanks to the expert advice available from all our dealers, they can also get help to identify and create the ideal style for their kitchens, their homes and their lives.



# ECONOMIC VALUE





After the prolonged Covid-19 health emergency, results for 2022 must be considered absolutely positive and certainly in line with the excellent figures recorded the previous business year. Stosa saw an increase of around 22% in the value of production over the previous year: k€ 182,962 compared to k€ 150,308 in 2021, against the backdrop of an average growth rate of only 6.8% for the real Italian economy (GDP).

This overall result was achieved thanks to the rapid response of our company and its key customers in the period immediately after lock-down, strong recovery in consumer spending after the lengthy pandemic, and government measures to stimulate demand in the sector (the 110% superbonus and the furniture bonus).

As regards profitability too, results for the year must be considered extremely satisfying. High inflation impacted most of our company's inputs, particularly energy costs and raw material prices (particle board and derivatives) but these increases were partly offset by major economies of scale made possible by significant growth in revenues.

Stosa therefore enjoyed excellent growth in 2022, confirming the business acumen of our ownership and the ability of our products to supply the right solutions to an ever more evolved and discerning market. Exports now account for 20% of total turnover thanks to sales initiatives on European, North American and Far Eastern markets that have yielded unexpectedly positive results, further corroborating the organisational flair and entrepreneurial courage of the Sani family.

<b>GROUP</b>	<b>2021</b>	<b>2022</b>
REVENUE	147,180	179,000
<b>DIRECTLY GENERATED ECONOMIC VALUE</b>	<b>150,308</b>	<b>182,962</b>

OPERATING EXPENSES	124,047	156,511
PAYROLL AND BENEFITS	10,913	10,970
PAYMENTS TO CAPITAL PROVIDERS	421	457
PAYMENTS TO PUBLIC ADMINISTRATION	2,492	2,564
INVESTMENTS IN THE COMMUNITY	126	122
<b>(TOTAL) DISTRIBUTED ECONOMIC VALUE</b>	<b>137,999</b>	<b>170,624</b>

<b>RETAINED ECONOMIC VALUE</b>	12,309	12,338
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N.B. Values in €/1000



# INVESTMENTS

	2021	2022
<b>Investments in intangible fixed assets</b>	<b>77</b>	<b>176</b>
- patent rights and uses of original works	14	26
- licence and trademark concessions	-	-
- other intangible fixed assets	63	150
<b>Investments in tangible fixed assets</b>	<b>4,390</b>	<b>9,659</b>
- land and buildings	1,677	885
- plant and machinery	1,846	5,266
- equipment	307	323
- other tangible fixed assets	8	22
- assets under construction and payments on account	552	3,163
<b>Investments in financial fixed assets</b>	<b>-</b>	<b>-</b>
- holdings in other companies	-	-
<b>OVERALL TOTAL</b>	<b>4,467</b>	<b>9,835</b>

Stosa has planned major investments in advanced production machinery in accordance with an industrial development plan due to be completed by 2025, and has already purchased land to permit the expansion of its production facilities. Our company has demonstrated enviable financial solidity, achieved through an ethical approach to business, people and the local area.

Over the period in question, we plan to invest 35 million euros to construct an innovative new factory covering 27,000 m<sup>2</sup> to produce the premium models in the Stosa range. This project will require the reclamation of the area concerned, the demolition of a disused factory (the old Cotto Montecchi works) and the disposal of an asbestos roof and other potentially polluting waste.



# SUPPLIERS

INDUSTRIAL CHIC



Through their cooperation, suppliers make it possible for us to carry out our company's activities on a daily basis. We value their important contribution and undertake to deal with them on equal terms and with mutual respect. We further recognise their legitimate expectations of receiving clear instructions regarding the task assigned to them, and correct payments for the services provided.

Supply chain management has always been a key priority for Stosa, as a way to ensure that all supplies comply fully with local regulations, with particular reference to protection of the environment, workers' rights and the areas where suppliers' production sites are located.

In selecting contract partners – using clear, known and non-discriminatory procedures – we use only criteria related to the objective competitiveness and quality of the products and services offered.

On the stipulation of each contract, we provide – and demand a similar commitment from our partners – all the information necessary to enable both parties to properly execute their commitments, thereby avoiding misunderstandings, abuse and illegality.

In managing relations with suppliers, we apply the ethical principles that underpin the world of business, and strive to develop cooperative and collaborative relationships that allow the exchange of know-how useful for the activities of both parties.

Under no circumstances will a supplier be preferred to another on the basis of personal relationships, favouritism or advantages other than the interest and benefit of the company.

In all our business dealings, we undertake to comply with the terms of the contract, refrain from making unauthorised modifications and put in place appropriate control and safeguard mechanisms.

<b>Category of supplier</b>	<b>Quantity 2021</b>	<b>% expenses 2021</b>	<b>Quantity 2022</b>	<b>% expenses 2022</b>
Product materials	174	77	182	75
Services	606	11	729	14
Advertising	22	1	31	1
Agents	42	5	39	4
Transport	55	6	55	6
<b>Total</b>	<b>899</b>	<b>100</b>	<b>1,036</b>	<b>100</b>



In 2022, Stosa managed a total of 1,036 suppliers, over 140 more than the 889 managed in 2021.

Numerically, 78% of these are service providers, 5% transport providers and 17% are suppliers of production materials.

Almost 75% of total supplier expenditure in 2022 went to purchase materials for production, 11% for services, 6% for transport and another 5% for agents. These percentages are in line with 2021 expenditure.

Of Stosa's 1,036 suppliers, 77 (7.4%) are based abroad while the rest are all based in Italy.

Stosa considers as local suppliers all those with registered offices in the provinces of Siena (120), Arezzo (21), Grosseto (6), Viterbo (37), Terni (3) and Perugia (10). Local suppliers are 197 in number (19%) and expenditure on local suppliers amounts to 18% of the total.

<b>Local suppliers</b>	<b>No. suppliers 2021</b>	<b>% expenditure for local suppliers 2021</b>	<b>No. suppliers 2022</b>	<b>% expenditure for local suppliers 2022</b>
YES	187	16%	197	18%
NO	712	84%	839	82%
<b>Overall total</b>	<b>899</b>	<b>100%</b>	<b>1,036</b>	<b>100%</b>

STOSA  
CUCINE

# HUMAN RESOURCES



Stosa understands that people are central to growth and development. The reason is simple: every decision we make, every activity we engage in, and every step we take involves and affects people. Stosa is a group of people who feel part of a family, who share the same daily objectives, and who invest all their skills, personality and effort in their work.

We are a team of people united by belief in what we do, and within which everybody feels empowered by their role as individuals and as part of a group. This creates a positive energy that animates the whole company and generates success. This is the approach Stosa has used to build a people-first business. It has led to the creation of multi-functional teams to maximise productivity, to the sharing of goals and strategies, and to effective internal communications that enable the continuous exchange of information and the interaction of all business functions.

	<b>Total</b>	<b>Women</b>	<b>Men</b>	<b>% women</b>	<b>% men</b>
<b>Employees 2022</b>	285	26	259	9	91
<b>Employees 2021</b>	272	26	246	9.5	90.5

In 2022, Stosa employed 285 people, 26 women and 259 men. 16% of our company's population is under the age of 30; 58.5% is between 30 and 50, and 25% is over the age of 50. Stosa focuses closely on talent attraction and retention, creating strong ties and long-term contracts.

	<b>Total</b>	<b>Women</b>	<b>Men</b>
<b>Age 2022</b>			
< 30	46	5	41
30 - 50	167	17	150
> 50	72	4	68

	<b>Total</b>	<b>Women</b>	<b>Men</b>
<b>Age 2021</b>			
< 30	40	6	34
30 - 50	166	15	151
> 50	66	5	61

In 2022, 270 of our people, 95% of all employees, were engaged on permanent contracts. 100% of contracts are full-time.

Contract type	Total	Women	Men	% of total employees
<b>Temporary</b>	15	1	14	5%
<b>Permanent</b>	270	25	245	95%
<b>Full time</b>	285	26	259	100%
<b>Part time</b>	0	0	0	0%

23 new people were taken on in 2022, almost 50% under the age of 30. 75 new people have been taken on since 2021. 11 contracts have been terminated, three for retirement and one for death. Personnel turnover stands at 4% leaving the company and 8% joining. In 2022 we offered 14 work placements, 12 on a school-work scheme and 2 to university students.

	Total	Women	Men	% women	% men
<b>Terminations</b>	11	1	10	9	91
<b>New employees</b>	<b>23</b>	<b>2</b>	<b>21</b>	<b>9</b>	<b>91</b>
< 30	12		12		100
30-50	9	2	7	23	77
> 50	2		2	0	100

# TRAINING

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No training was completed in 2021 but a training plan for all employees was put in place.

In 2022, 2,216 hours of training were provided in the form of professional and management skill development courses. Employees enjoyed an average of 8 hours of training each. A total of 20,741 euros was spent on training courses.



# WELFARE

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Employee wellbeing is one of the core values of Stosa Cucine. In 2020-2022, we took part in a project run by the Tuscany regional council and organised courses promoting a healthy diet and discouraging smoking.

Our company canteen is free for all employees and a dietician is on hand to devise plans for special diets, food intolerances and periods of pregnancy. Even the daily menu served by the canteen has been developed by the dietician. It is estimated that the canteen is worth around 1,355 euros per person per annum, equivalent to a total annual expense of around 400,000 euros.

Stosa Cucine attributes a great deal of importance to rewarding employees with bonuses during the year. In 2021 and 2022, a bonus of 300 euros was presented to the entire workforce in January and another of 200 euros in July. In addition, an annual attendance prize ranging from 100 to 350 euros is given, calculated in the basis of the number of days worked.

In November 2022, all employees received a bonus of 300 euros for helping Stosa's collaborators keep their costs down.

All employees likewise received a Christmas basket containing local products.

In December 2022 a team-building event was organised and one of our domestic appliance factories was completely emptied. All employees were brought together and offered a dinner with a view to team-building.

Tables were assigned the names of Stosa kitchen models and employees were assigned fixed places to form mixed groups and encourage people with different roles within the company to get to know each other.

Every table was equipped with two joysticks for a quiz game, and questions were asked about the company, with group answers solicited. The winners received a prize of small domestic appliances.

Employees then sang a song with new words dedicated to the Sani family. The occasion provided an important opportunity for the company to build a close-knit team. It will certainly be repeated as a regular event.







# HEALTH AND SAFETY

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Occupational health and safety is a delicate topic. Strict rules have to be followed in order to ensure a safe environment in which workers' health is not put at risk. The employer is the figure with whom all obligations and responsibility rest: Stosa Cucine is committed to safeguarding the psychological and physical wellbeing of workers by adopting all necessary measures and informing people of the risks to which they are exposed. Our company also verifies that applicable safety standards are followed at all times and that the rules are applied correctly. We guarantee the physical and psychological wellbeing of collaborators, working conditions that respect personal dignity, and safe and healthy working environments. Stosa also conforms to applicable regulations in the field of accident prevention and workers' protection.

Though not ISO: 45001 certified, Stosa has established, documented, implemented and actively maintains a Safety Management System and is committed to its continuous improvement.

We manage health and safety risk prevention as an integral part of every working procedure. We are committed to spreading and consolidating a culture of safety among employees by raising awareness of risks, promoting responsible behaviour by all collaborators, and providing adequate instructions where necessary. All employees contribute to the risk prevention and occupational health and safety process for themselves, their colleagues and third parties, though individual responsibility remains as dictated by applicable law. Employees are likewise required to maintain a climate of mutual respect for the dignity, honour and reputation of all, in accordance with the rules established within the company. We undertake to ensure that all processes are completed in the safest way possible, by providing all necessary resources to improve production systems and train employees. Employees are encouraged to submit suggestions for improving the risk prevention process to the Safety Manager or Safety Delegate.

The health and safety management system applies to all workers, whether directly or indirectly employed. Third party firms providing services inside Stosa Cucine are qualified in advance according to applicable legal standards.

We constantly update the identification and evaluation of risks. A Safety Organisation is in place consisting of a series of professional figures responsible for ensuring that activities are carried out safely.



Reports are presented in person by managers and workers. Workers' Safety Representatives elected by the workforce are also present on site. We encourage the involvement and awareness of personnel at all levels.

The risk assessment process conforms to the requirements of Legislative Decree 81/2008 which establishes a series of regulated and unregulated risks. Risk assessments are updated at regular intervals or in the event of modifications to a process or aspects of a process.

In conjunction with the Prevention and Protection Service Representative, Workers' Safety Representative and Company Doctor, the Employer has drafted and formalised a document expressing the company's commitment to safeguarding occupational health and safety on the basis of applicable laws, the risks associated with work activities and previous accidents. This document aims to spread and promote a safety culture and to safeguard the health of all Stosa workers by continuously verifying that the Health and Safety System satisfies established objectives.

The said document has been drafted in a form suitable to the conditions and needs of the company, but may be modified at each system review.

Safety training is provided for all workers and information is updated on the basis of the reference technical standards. A dedicated training plan supported by Union agreements is drafted every year.

776 hours of safety information and training, in three types of course, were delivered in 2022. 1,476 hours, divided into 5 types of course, were delivered in 2021.

An average of 3 hours of safety training per employee was delivered in 2022.

## Risk analysis and assessment

**The Employer assesses all risks and drafts the Risk Assessment Document in collaboration with:**

- the Prevention and Protection Service (RSPP, ASPP), which has previously identified and assessed risks and put in place occupational health and safety measures in conformity to applicable law and on the basis of their own expertise;
- the Company Doctor (MC), who has previously identified and assessed risks, put in place occupational health measures, and planned health monitoring activities;
- technical consultants;
- health consultants.

The Company Doctor, who is responsible for all aspects of occupational health within Stosa Cucine, works with top occupational health professionals and is supported by an occupational health expert who holds all the professional qualifications required by Legislative Decree 81/2008.

In addition to collaborating with normal risk assessment, the latter also performs health monitoring to protect the health and safety of workers.

Workers' health is monitored as follows:

- Pre-employment check-up for new employees
- Annual check-up for the high risk category (manual workers)
- Two-yearly check-up for employees over 50 years of age (general health + vision)
- Five-yearly check-up for employees under 50 years of age (general health + vision)
- Check-up on return to work after an accident, if absence exceeds 60 days

## Occupational accidents and diseases

In 2022 there were eight accidents, two of which were road accidents. This is substantially in line with figures for 2021, when nine accidents were recorded. No occupational disease has ever been detected.

**Stosa's risk assessment followed a sequential process of 5 steps as shown below.**

- Identification of the risk factors and hazards present in the work cycle that could potentially impact the health or safety of exposed workers.
- Evaluation of identified risks and hazards and planning of actions.
- Identification of preventive measures to eliminate, reduce or control risks.
- Identification of measures to protect against residual risks, to be implemented according to a plan listing the measures to be implemented and the persons responsible for their implementation.
- Risk assessment monitoring and review.





# ENVIRONMENT



# OUR CARE FOR THE ENVIRONMENT

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We firmly believe that, for the enterprise of the future, the concepts of quality and the environment must be closely linked and form an integral part of a unified Management System. This fundamental belief is supported by several reasons: ensuring “consistency in the quality standards demanded by the customer” alone is no longer sufficient; it is essential to ensure that the company’s commitment does not wane over time, and that all mandatory laws and standards are respected, both in environmental matters and in occupational health and safety. There can be no guarantee of continuity and reliability from an organisation that fails to care for its working environment, surroundings and local community. Tomorrow’s business management will be increasingly oriented towards continuous improvement in every process. This means that even once a satisfactory or high standard of product quality has been achieved, it still remains possible to improve that standard by designing a product with a lower environmental impact, thereby improving the lives of employees and customers downstream, and promoting the health of the environment too.

Our commitment for the immediate future is to provide products and services that conform to quality and environmental standards, and to develop products using methods that eliminate or reduce environmental impact, thereby preventing environmental pollution.

## MATERIALS

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In 2022, Stosa mainly purchased the materials listed in the following table for use in its products:

<b>Materials list 2022</b>	<b>Weight in kg</b>
WOOD	288,236
MDF	3,267,232
CHIPBOARD	67,121,660
WOOD + CHIPBOARD (inseparable components)	26,708
WOOD + MDF (inseparable components)	133.613
Multi-material mix (marketing, packaging, hardware, etc.)	13,057,481
<b>Overall total</b>	<b>83,894,929</b>

# CONSUMPTION

Stosa boasts an impressive 1.5 MW photovoltaic system that makes production fully sustainable and ensures extremely low CO<sub>2</sub> emissions. The company is therefore a forerunner in the “green energy transition”.

Over many decades of history, our company has always respected the local ecosystem in keeping with its commitment to the environment and the brand’s sustainability values.

Total energy consumption 2021:  
**8,575,669 kWh**

Total energy consumption 2022:  
**8,711,908 kWh**

Thermal energy	2021	kWh 2021	2022	kWh 2022
Virgin wood chips	68 tons	221,000	94.2 tons	306,150
Methane	367,410.22 sm <sup>3</sup>	3,927,613	321,305 sm <sup>3</sup>	3,434,750
<b>Total</b>		<b>4,148,613</b>		<b>3,740,900</b>

Electrical energy	kWh 2021	kWh 2022
Mains electricity from non-renewable sources	1,720,634	2,011,630
Mains electricity from renewable sources	1,465,725	1,699,863
Renewable energy from photovoltaic system	1,240,697	1,259,515
<b>Total</b>	<b>4,427,056</b>	<b>4,971,008</b>
<b>Total renewable</b>	<b>2,706,422</b>	<b>2,959,378</b>

Sale of renewable energy from photovoltaic system

**255,518 kWh**

% of renewable electricity used/sold  
compared to total electricity consumption

**64.7%**

# ENERGY INTENSITY

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To calculate energy intensity, i.e. the energy used per kitchen produced, Stosa divided absolute energy consumption in 2022 by the number of kitchens produced in 2022.

**259.1 kWh/kitchen**  
Year 2021

**33,091**  
Kitchens produced

**225.7 kWh/kitchen**  
Year 2022

**38,603**  
Kitchens produced

Reduction compared to reference year 2019

**-12.9%**

# WATER

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Water for sanitation and the like is obtained from the public mains. The water discharged consists of black and grey water from the toilets and changing rooms only.

Rainwater and stormwater runoff do not come into contact with products/by-products or processing waste, as these are stored inside the plant or under canopies. Stormwater runoff is channelled into a separate drain network and fed into existing pits. The types of waste water described above can be considered similar to domestic waste water. It is important to note that there is no discharge from or associated with industrial processes.

**Water consumption: 150 m<sup>3</sup>**

# EMISSIONS

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Emissions to air are divided into two macro-groups according to GRI standards: direct and indirect emissions. Direct emissions are those from sources owned by or controlled by the company (Scope 1).

Indirect emissions are those consequent on company activities but whose source is controlled by other companies (Scopes 2 and 3).

	2021	2022
<b>Scope 1</b>	724.5 tons of CO <sub>2</sub> eq	633.6 tons of CO <sub>2</sub> eq

The intensity of GHG emissions is calculated by dividing the tons of CO<sub>2</sub> equivalent emitted by the company by the number of kitchens produced in the same year.

Percentage reductions are calculated with reference to the year 2019, when the intensity of GHG emissions was 0.024 tons CO<sub>2</sub>/kitchen.

	2021	2022
<b>Intensity of GHG emissions</b>	0.022 tons of CO <sub>2</sub> eq	0.016 tons of CO <sub>2</sub> eq

Note on the calculation: the conversion factor used was 1.972 kg/m<sup>3</sup> and the calculation was performed according to AIEL tables; the value is in kg CO<sub>2</sub> equivalent after combustion. Table source: ISPRA.

**REDUCTION COMPARED TO REFERENCE  
YEAR 2019:**

**-33.3%**

# ECOLOGICALLY SUSTAINABLE PACKAGING

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Starting in 2016, Stosa Cucine began a virtuous journey to reduce its use of plastic in furniture packaging. Today, packaging is based on cardboard boxes sealed with paper tape and cardboard corner guards. A significant investment was made to convert packaging systems and permit the change to a new concept in protective furniture packaging.



New machinery includes automatic taping machines that seal the flaps. A continuous automatic line has been installed to reduce waste to a minimum. Currently, **our packaging is 98% cardboard.**

Thanks to these developments, in recent years we have reduced our plastic consumption by

**52,800** kg/year

## WASTE

Our approach to managing the waste generated by our processes is intended to ensure:

- full conformity to the national or community regulatory framework;
- a reduction in the amount of hazardous waste generated.

The transport and final treatment of waste is carried out in accordance with national directives by disposal service providers authorised according to local regulations. Stosa periodically monitors the validity of relevant authorisations.

Type of waste	State	2021	2022
Sawdust, chips, cutting residues, wood, chipboard and veneer	powder	503,810 kg	629,800 kg
Sawdust, chips, cutting residues, wood, chipboard and veneer	solid	1,861,040 kg	1,918,600 kg
Paper and cardboard packaging	solid	252,160 kg	277,240 kg
Plastic packaging	solid	34,920 kg	38,800 kg
Mixed packaging	solid	202,640 kg	197,130 kg
Glass	solid	3,970 kg	2,510 kg
Plastic	solid	1,050 kg	0
Iron and steel	solid	144,590 kg	33,580 kg
Construction waste	solid	32,030 kg	0
Disused equipment	solid	11,150 kg	0
Wood packaging	solid	19,450 kg	0
Septic tank sludge	liquid	56,680 kg	22,140
Aluminium	solid	8,000 kg	5,060

In 2022, Stosa generated 3,097 tons of waste, made up of 0% hazardous and 100% non-hazardous waste. Compared to the previous year, this gave a reduction of 1%.

A dark wood coffee table with a vase and other objects on top, and a black stool in the foreground.

FURNITURE  
PACT

# OUR CARE FOR THE ENVIRONMENT

Bringing together sustainable development and the Italian wood furniture supply chain. This is a challenge that Stosa has chosen to undertake, in line with the principles of sustainability that have been our trademark for several years. In pursuit of this goal, we are among the signatories of the "Furniture Pact" proposed by the Sustainability Lab of SDA Bocconi School of Management.

The Pact takes the form of a group of companies united as an association. Members all belong to the Italian furniture supply chain and undertake not only to promote challenging, shared sustainability objectives, but also to take ambitious practical steps to reduce their impact on people and the environment. The association also encourages other companies in the furniture supply chain to join the project.

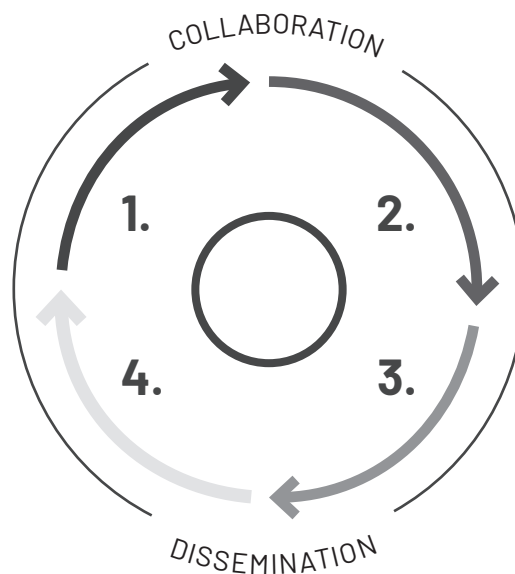
At a time when everybody needs to understand that sustainability represents an indispensable value for companies, the "Furniture Pact" aims to pursue both targeted change – within the value chain – and collective change in relationships with stakeholders, involving them in a constructive dialogue aimed at creating a more sustainable supply chain and a fairer society.

#### 1. ASSESSMENT

Each new company joining the Furniture Pact receives a tailored ESG assessment from the experts of SDA Bocconi Sustainability Lab.

#### 4. VERIFICATION

ESG results are measured and compared annually to make all possible improvements to the processes and strategies concerned.



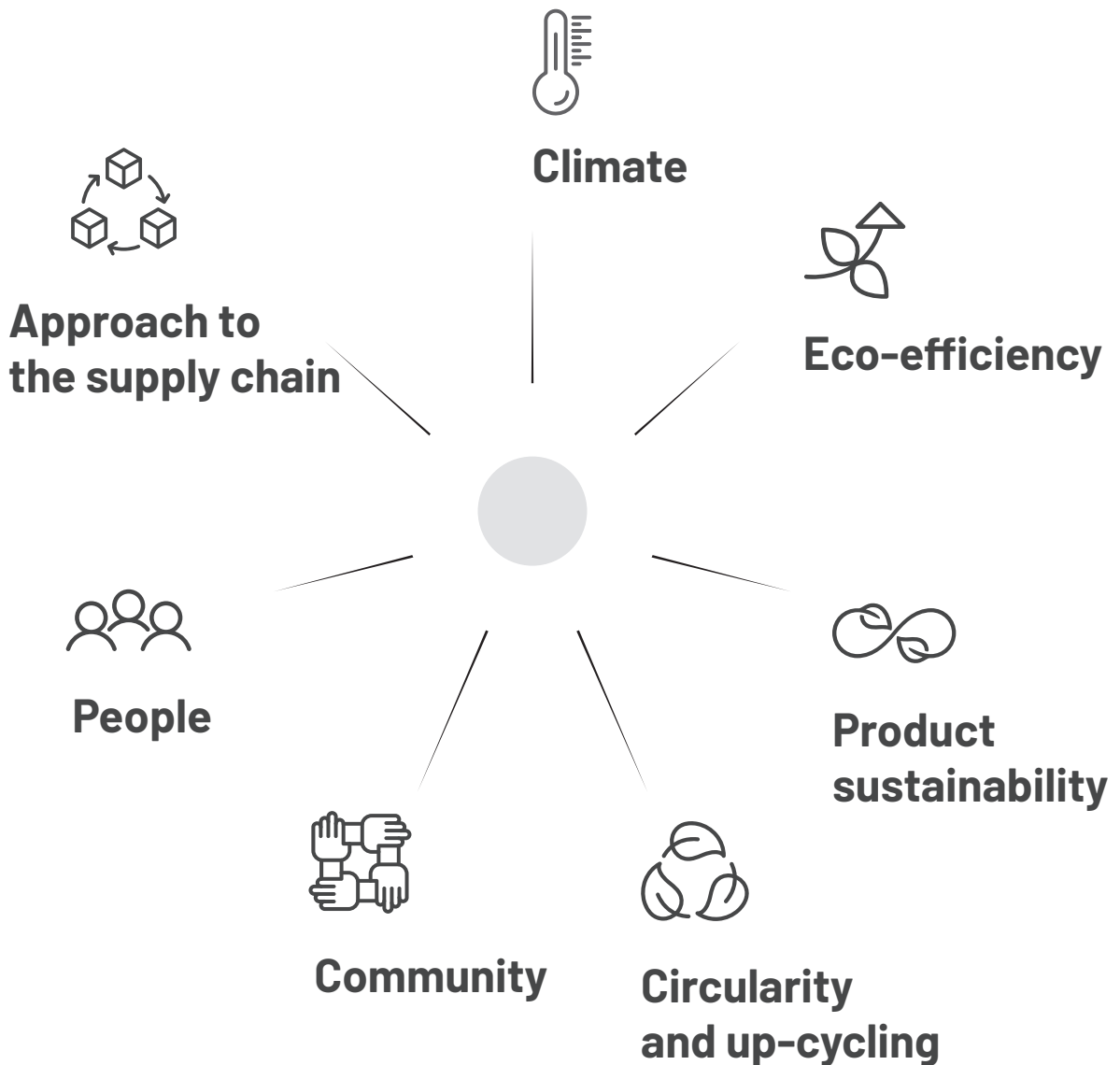
#### 2. SYNERGY

Members bring their experience and knowledge to the Furniture Pact table in order to devise, under the guidance of SDA Bocconi, a realistic and practical roadmap of goals that can be achieved within a given timeline.

#### 3. IMPLEMENTATION

Each member is free to adopt the approach most appropriate to their business strategies and processes. A continuous, fruitful discussion is maintained between members and with SDA Bocconi at every stage of the process.

In achieving this ambitious but necessary goal, the SDA Bocconi Sustainability Lab represents added value. The Lab proposes a rigorous scientific method in line with the strictest international standards, and undertakes continuous research into the evolution of sustainability scenarios and ESG (Environmental, Social and Governance) practices. SDA Bocconi Sustainability Lab helps companies in the wood furniture supply chain to achieve greater sustainability by providing them with an assessment based on an ESG analysis framework composed of 7 specific pillars:





Furniture Pact signatories share their visions, expertise, and missions, knowing that only through collective action can progress be made in ESG efficiency while simultaneously generating value for the environment, the community, and the business.

Each company signing the Pact commits to adopting an integrated sustainability strategy by the end of 2025 . This must be approved by the company's top organ of governance and must include a proactive plan for the management of environmental and social aspects along with tools and processes for collecting and reporting relevant data and information according to the most accredited international standards.





# STOSA GREEN PARK





Stosa Cucine has decided to invest in “Stosa Green Park”, an Industry 4.0 Smart Factory designed and constructed with a view to achieving sustainable development in line with the company’s guiding principles. We have planned major investments according to an industrial development plan destined for completion in 2025. This plan foresees the construction of additional plants – following plant 1, which was completed in 2018 – and the redevelopment of the local area with the utmost respect for the environment.

Stosa Green Park will cover an area of 150,000 m<sup>2</sup> and will boast state-of-the-art machinery and a photovoltaic system that will make the development self-sufficient in energy. Work will include the reclamation of a large area surrounding the existing factory buildings, the redevelopment of an old, disused industrial area and the disposal of potentially polluting waste. Sustainable redevelopment work will include rainwater drainage to avoid hydrogeological risks and extensive tree planting along the one kilometre of road connecting the Green Park to plant 1. A catering area, parking places and electric charging columns will also be provided to allow employees to live and work in a healthy and pleasant environment. The wellbeing of everybody working at Stosa is a top priority, and our company has recently been certified according to WHP (Workspace Health Promotion), a World Health Organisation programme for promoting health through good working lifestyles.

This project is the result of our determination to combine proactive business strategy with benefit for the local community by replacing an ecological monstrosity with a high-tech building that will respect its surroundings, be totally sustainable in terms of energy and have a low impact on the environment. Once the new factory is built, Stosa will have a total of 3 production units and will therefore be able to specialise further in all segments of furniture design and offer a product range covering all price bands.

In keeping with changes to products and management aimed at improving sustainability, the new production plant will be harmoniously integrated into the local environment and have green areas and roads arranged in a way that respects the landscape. The development aims not only at improving the environment, but also at benefiting the local community. Our objective is to ensure consistency between the values we declare and the objectives we achieve. At a time when careful attention to ESG strategies has become essential, Stosa is well aware that sustainable development must be based on the integration of environmental, economic and social aspects and must involve the company in a wide spread of activities, in the definition of new standards of sustainability and in participation in a virtuous supply chain through the use of wood certified to international standards like those of FSC®.

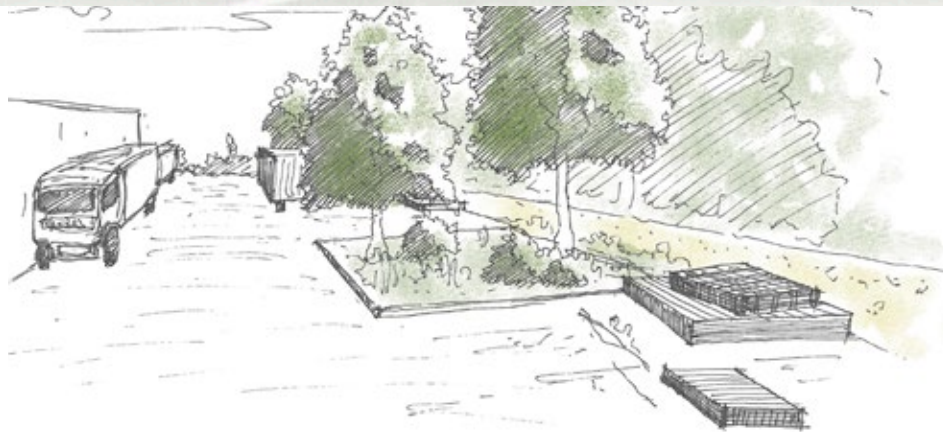
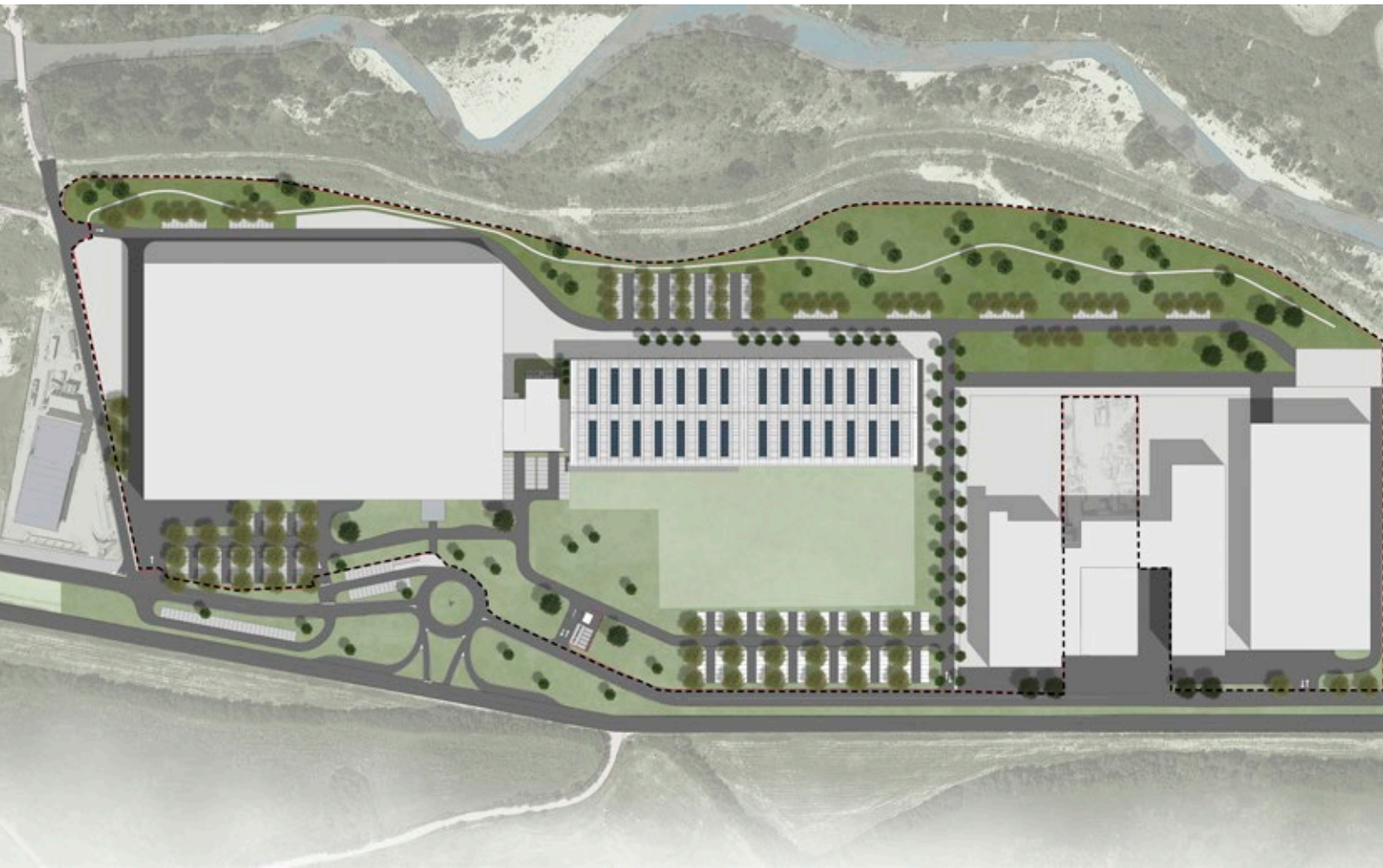
The expansion and renovation of the production area offers a great opportunity from the point of view of social impact on those who work in the company on a daily basis.

The investment will also create new jobs, and with this in mind, Stosa is already working with local schools to welcome students into the factory. But there are also other objective advantages to the development of Stosa Green Park, which can be exploited through a sustainability-oriented public awareness campaign:

- the reclamation and redevelopment of disused areas to safeguard them and make them safe, with a positive impact on the environment;
- the chance to reduce the environmental impact of site-to-site transfers by harmonising the production process;
- the development of a larger canteen;
- the creation of a space dedicated to leisure and sport;
- the potential development of a green space for Stosa employees, which could also be used for activities of team building, training and sharing that would further improve the social impact of the company.

Our commitment to the local community also extends to the creation of a charity foundation to help those most in need.







# A FLUVIAL PARK

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**With the right mitigation, even an industrial area can generate and safeguard a valuable landscape.**

The Stosa industrial complex lies in the alluvial plain of the river Paglia. This is an area of great natural value due to a wealth of habitats and species of interest. The ecosystem is primarily fluvial, with long natural or semi-natural stretches of river flowing over a gravel bed. In addition to riverbank trees and bushes such as willows, poplars and alders, patches of cotton lavender also grow on the gravel terraces.

The development site is dominated by prefabricated structures and has few functional green areas. Our landscaping project envisages the introduction of extensive greenery and its integration into the surrounding environment. The planned construction and mitigation works are part of a broader prospect, which aims to redevelop the entire industrial site and which includes achievement of the following objectives:

- to allow buildings to be integrated as discreetly as possible into the landscape;
- to mitigate the visual impact of building façades along the road by planting trees to break up continuity;
- to safeguard and optimise the view of the buildings;
- without affecting the functioning of the industrial site, to screen harmoniously all those elements that might disturb the view, such as parking lots, loading yards and material storage areas;
- to create a functional space that is intimately linked to the characteristics of the landscape in which the company is located.

Given such close proximity to the river, preference must be given to selecting tree and bush species typical of riverside vegetation, combined with large rustic meadows. This must be done to suit the ecological characteristics of the area and by encouraging the establishment of spontaneous vegetation with low maintenance requirements.





# SOCIAL IMPACT





# OUR CARE FOR THE COMMUNITY

The Sani family has always wanted Stosa to be socially engaged and active in the fields of health, sport and employee welfare. Our company has therefore strived to create a positive feeling in the workplace and to return to the community part of what it has received from it. We have aimed to maintain a constant dialogue with all external stakeholders in order to learn more about the social, economic and environmental needs of the area in which we are located.

Social responsibility has always been a cornerstone of the Sani family's approach to business, not only with regard to those who live and work in the company every day, but also with regard to the community towards which Stosa feels a sense of responsibility. Activities have been directed mainly at the following four areas:

- Healthcare and Research, through international organisations and foundations
- Sport, through guaranteed support for local sports associations
- Culture, through support for various local education and awareness projects
- Social, through local lay and religious organisations

During 2022, Stosa supported 23 entities economically and otherwise, for a total of 122,000 euros

23  
organisations supported

122,000  
euros total



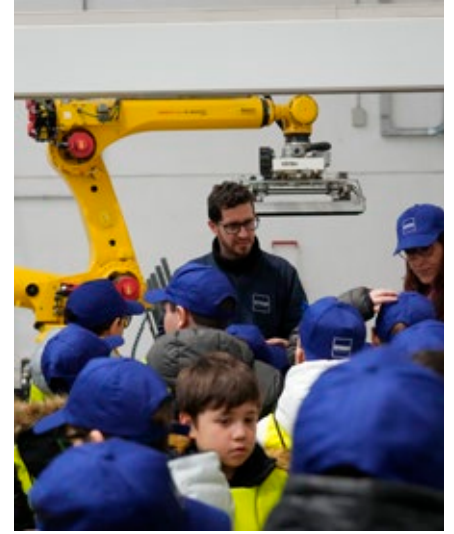


Stosa has supported the **Tommasino Bacciotti Foundation**, which provides apartments and mini-apartments free of charge to the families of children admitted to the Meyer Hospital in Florence, covering rent and utility payments as needed. The Foundation also offers psychological and/or economic support to the parents of children undergoing treatment. It supports research by funding scholarships for paediatric oncologists and lab technicians and helps to purchase medical equipment for treating cancer in children. In addition to financial donations, Stosa has also raised funds by selling Christmas panettone cakes and Easter dove cakes, with the help of partners and suppliers.

In the world of sport, Stosa has supported **local clubs and associations** for many years in order to keep the local area attractive in terms of the opportunities it offers to young people. The local community meets to participate directly or indirectly in sport, and this creates a sense of togetherness, a very important value in a sparsely populated territory. The Sani family has supported the creation of local sports facilities in the past and continues to support the initiatives of various local organisations.







In 2022, Stosa began **working with local schools**, and donated a robot and a robotic arm to the Avogadro-Da Vinci technical school in Abbadia San Salvatore, one of the municipalities in the area that Stosa considers 'local', along with Acquapendente, Piancastagnaio and San Casciano. We aim to provide local schools with advanced educational tools to give boys and girls a chance to learn how to use the latest manufacturing tools in situations similar to those found in our modern high-tech facilities.

The most important change that the Sani family wants to drive is the adoption of an approach to social impact that considers fundamental aspects of business, such as choosing the right projects and well-organised, professional partners with ambitious objectives and significant social impact, who fully understand the needs of the local community and who can guarantee continuous and not just impromptu support. In this sense, Stosa plans to act increasingly as an interlocutor between the various actors in the fields of culture, social care, healthcare, charity and sport, in the hope of assessing the impact generated by projects and encouraging actors to measure their success and gradually review and improve their activities.

This is the approach that we seek to adopt and implement towards our reference community, not only locally but nationally and internationally too, in line with the markets served by Stosa products.

# OBJECTIVES FOR 2023-2025

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Drawing up a sustainability report means setting off along a path of improvement, and following a universal methodology for measuring social, environmental as well as economic and governance impacts. Setting targets for improvement is critical to making progress along the way, so we have chosen eight areas in which to focus our efforts for improvement. Every year, activities in these areas will be reported to determine whether the set objectives have been achieved.

## **Governance**

- Adoption of the 231 Organisational Model
- Drafting and publishing a Company Code of Ethics
- Establishment of an in-house ESG committee

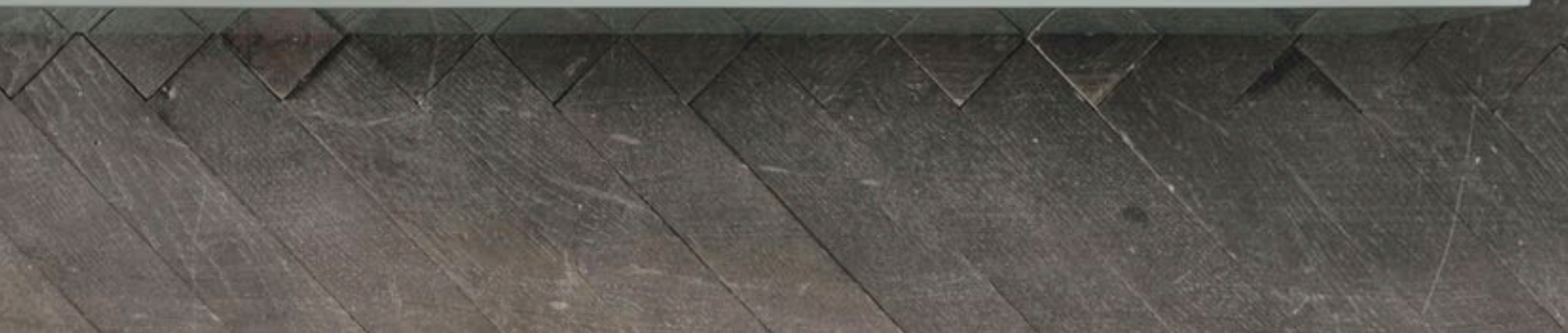
## **Environment**

- Construction of Stosa Green Park
- Reducing CO<sub>2</sub> emissions according to Furniture Pact directives
- Carbon footprint

## **Social responsibility**

- Creation of a social impact management system to plan and make donations and sponsorship payments
- Implementation of an employee training system





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