

2023

# SUSTAINABILITY REPORT



**Bianchi  
Industry**

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LETTER TO STAKEHOLDER  
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## Dear stakeholder

The most recent years have been characterized by economic macro-trends and constantly evolving geo-political scenarios that have changed the references to which we were accustomed to compare ourselves.

Despite everything, **Bianchi Industry** has been able to continue its growth path, thanks to a vision based on innovation and digitalization, representing a choice of value to market needs consistent with new consumer trends.



Massimo Trapletti  
President and CEO

The challenge we face today is to reconcile technological innovation with the protection of the environment, the quality of life of people and the protection of economic stability. In this direction, the contribution that companies can make to achieving a sustainable balance of communities and territories is recognized in the action plans of national and international institutions, which direct their focus on innovation, sustainability, and social inclusion.

**It is therefore with great satisfaction that today we present the first edition of our Sustainability Report. It represents an important milestone for us, with growing awareness of the issues of Corporate Social Responsibility. This reporting is part of what is effectively a sustainable transition path called “Design Your Sustainable Break”, which aims to deeply integrate ESG issues into Bianchi Industry's corporate strategy.**

We wanted to base our commitment to sustainability on five pillars, the first of which is aimed at mitigating our company's **carbon footprint**. To do this, we first started and concluded a study analysing the CO2 emissions generated along our value chain, based on the GHG Protocols criteria to identify Scope 1, Scope 2 and Scope 3 emissions. This study has allowed us to determine our starting point for starting emission reduction strategies. To contribute to the mitigation of environmental impact, we have relied on two other fundamental pillars: **energy efficiency** and the **circular economy**. This has allowed us to implement initiatives to reduce energy consumption, thanks to the monitoring and efficiency of the factory's energy needs and the use of green energy generated by the installation of photovoltaic systems in our main production sites. Circular Economy initiatives have instead been aimed at the introduction of recycled packaging and reuse activities thanks to involvement of our partners within the supply chain. In

addition to looking at our value creation process, we have focused our efforts on **reducing the environmental impact of our products**, also constituted as a pillar of our sustainable transition process, introducing numerous solutions to increase its energy class and probe the use of recycled raw materials. But we do not stop here, our goal is to start an LCA (Life Cycle Assessment) analysis on our products to better understand the impact generated and go to lower it further.

As a company, we are also aware that we have a significant impact on the lives of our employees, our customers and all our stakeholders, including the local communities of which we are a part. Hence another important pillar of sustainability: **people**. They are at the heart of the future we want to achieve, starting with creating an increasingly fair work environment and capable of enhancing individual rights, safety, diversity, and the balance between work and private life.

The initiatives included in the corporate welfare program, the goods, and services we make available to our employees are in fact aimed at improving their professional and private lives, such as the autonomous management of the benefit plan and continuous training. The sustainable development plan defined and undertaken by Bianchi Industry wanted to embrace the different variations of ESG (Environmental, Social, Governance) terminology, both in the offer of products and services to the market through the responsible digital transition, and in the development of business understood as people, environment, and business management.

We therefore invite you to explore our Sustainability Report to better understand the significant steps we are taking for a sustainable future. We are convinced that, with your support, we can continue to innovate and grow, contributing positively to the environment and the communities in which we operate.

*Thank you for your continued trust and cooperation.*

Massimo Trapletti  
President and CEO

Francesco Trapletti  
Sustainability manager



Francesco Trapletti  
Sustainability manager

## METHODOLOGY PREMISE

The first Sustainability Report of **Bianchi Industry SpA** (hereinafter also Bianchi Industry or Company) with operational and legal headquarters in Corso Africa 2/3/9 in Verdellino (BG) has been drawn up, on a voluntary basis, referring to the "GRI Sustainability Reporting Standards", the most recent and widespread non-financial reporting standards defined by the Global Reporting Initiative.

The document also gives evidence of how **Bianchi Industry's** activities contribute to the achievement of the 17 SDGs (Sustainable Development Goals), or the goals of the 2030 Agenda for Sustainable Development, defined by the United Nations.

With this document **Bianchi Industry** wants to provide all stakeholders with a clear and complete representation of the main objectives, projects and results achieved in social and environmental matters, on 31 December 2023, with the ultimate aim of generating value in the long term. As the first Sustainability Report, **Bianchi Industry** has also chosen to report on the two previous years (2021 and 2022) to offer its stakeholders a more comprehensive picture of the sustainability path that the Company is facing.

More specifically, the Report refers to the GRI Standards, indicated in the correlation table "GRI Content Index" shown in the appendix to the document where, for each relevant aspect ("material"), the page reference of the Financial Statements or other corporate documents is explained, in which the relative content can be found.

The document, drawn up in order to provide information relating to the Company's significant sustainability aspects and impacts, adheres to the reporting principles expressed by the GRI standards, such as stakeholder inclusiveness, sustainability context, materiality, completeness, accuracy, balance, clarity, comparability, reliability, and timeliness.

The data reporting perimeter refers only to **Bianchi Industry S.p.A.**



# HIGHLIGHTS 2023

## Governance

**2** production sites, **8** commercial branches,  
**1** branch after-sale

**52** countries reached

**13** production lines

**28,649** machines built

**80%** of the components made directly  
in Bianchi Industry

**ISO 14001** and **ISO 9001** certifications

**75,409,310** million in revenues

**27,209,084** million in added value distributed

## Environment

**40,707 tonnes Co<sub>2</sub>e** emitted of  
**97%** given by emissions of **scope 3**

**132 tonnes Co<sub>2</sub>e** avoided  
thans to photovoltaics, dropping by more  
**10% Scope 1** and **2** emissions

**46 tonnes di Co<sub>2</sub>** saved thanks  
to circular economy activities

**95%** of waste sent to recovery

Adherence to the **RiVending** project



## People

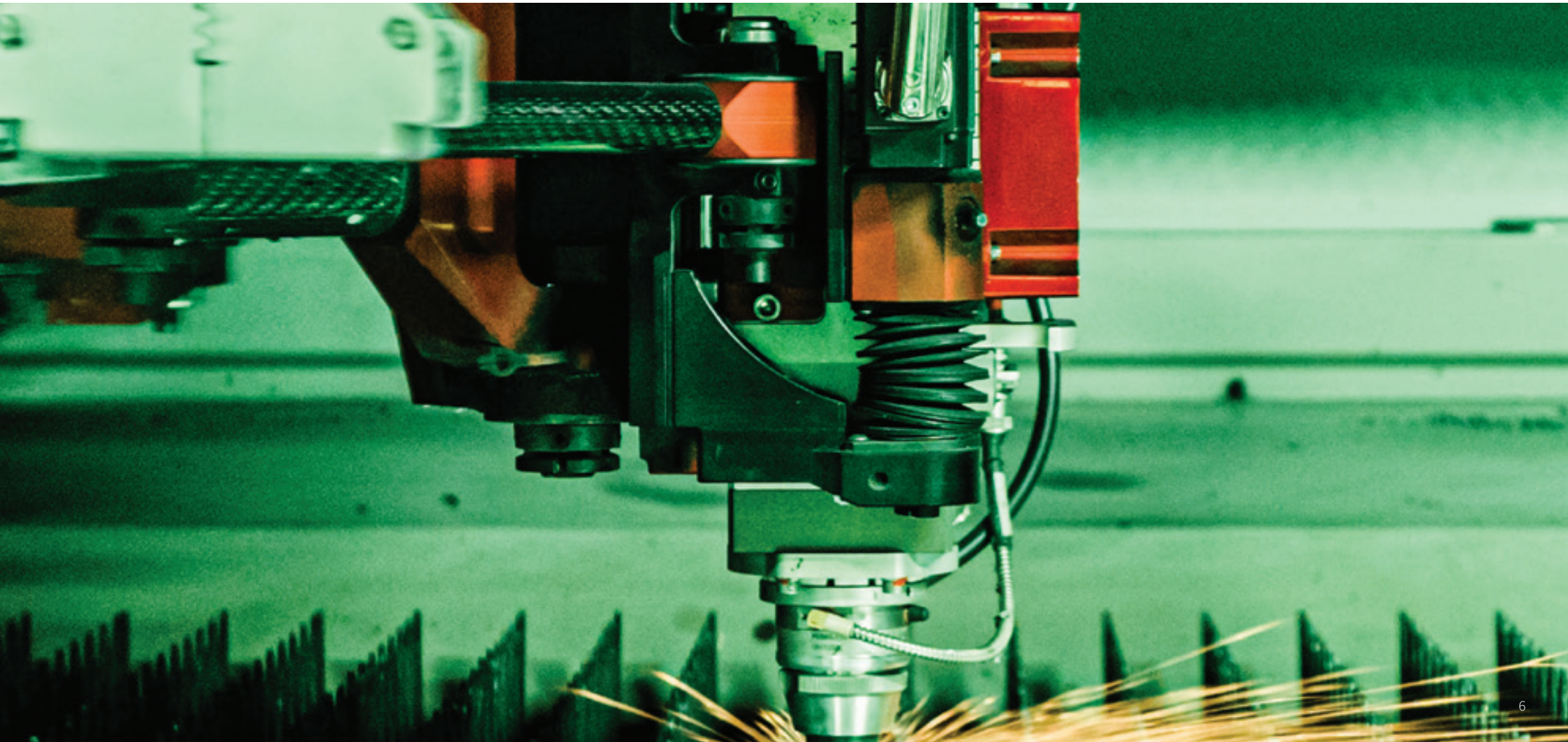
**403** employees of which **260**  
between Bergamo and Latina

**100%** permanent contract

Adoption of a dedicated **Welfare Plan**

**4.192** hours of training of which **79%**  
not mandatory + **40** hours of training  
dedicated to sustainability

# BIANCHI INDUSTRY





## BIANCHI INDUSTRY

**Bianchi Industry** is a leading company in the production of vending machines and professional coffee machines for the vending and Ho.Re. Ca sectors, respectively under the Bianchi Vending and Brasilia brands.

The Trapletti family founded the Company more than 50 years ago, setting the industrial strategy towards the future from the beginning, combining technology with design and knowing how to anticipate market trends, always with the aim of satisfying the needs of its customers and consumers.

## WHAT WE DO

**Bianchi Industry** designs and manufactures innovative and flexible solutions for the pause, both in the vending channel and in the Ho.Re.Ca.

### **Bianchi Vending**

**Bianchi Vending:** automated and digitised solutions for different consumption contexts: Phygital Solutions, Vending Solutions.

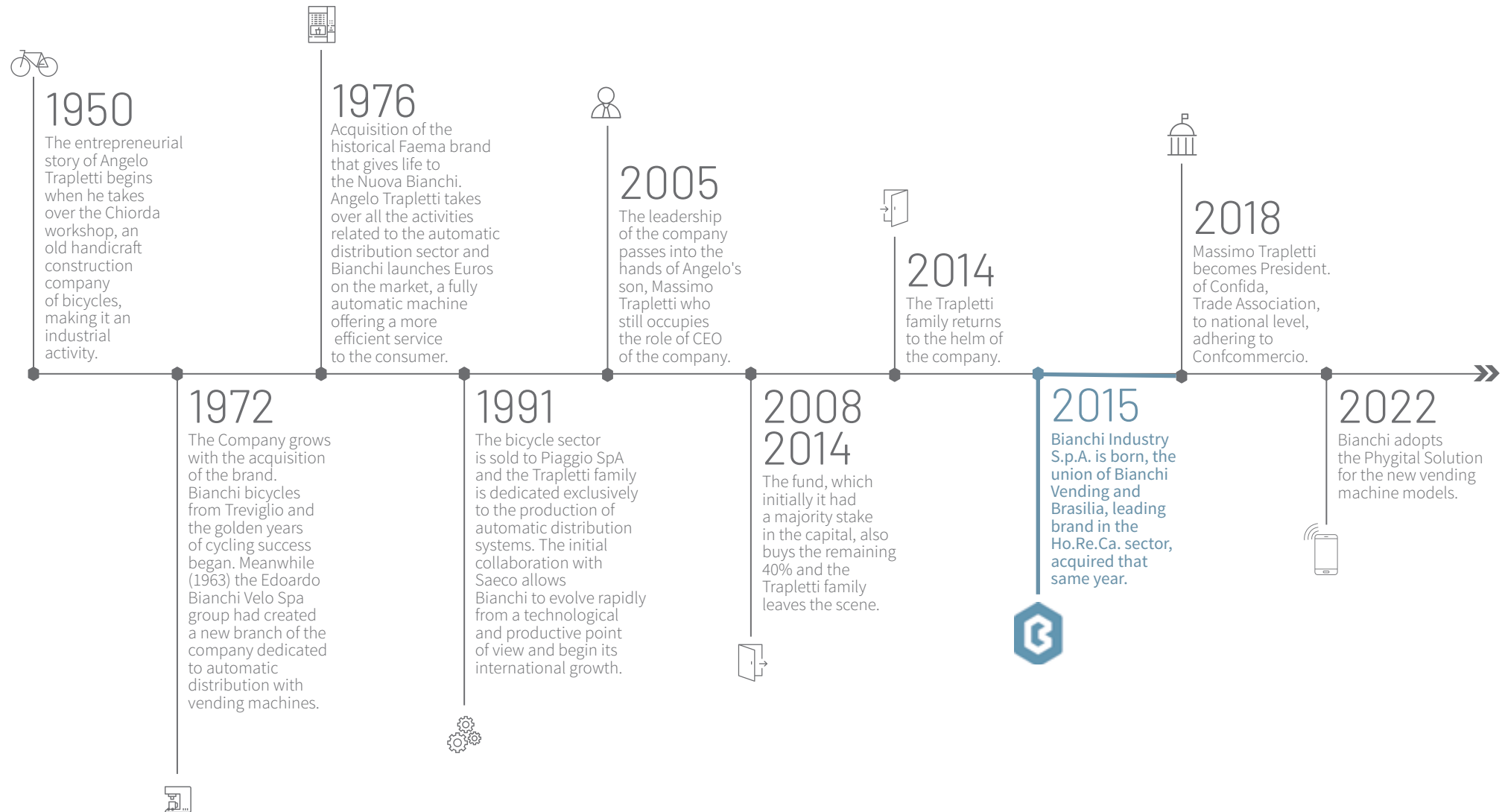


**Brasilia:** professional coffee machines that have made the history of the Ho.Re.Ca. sector, traditional machines, super-automatic machines, and home bars.



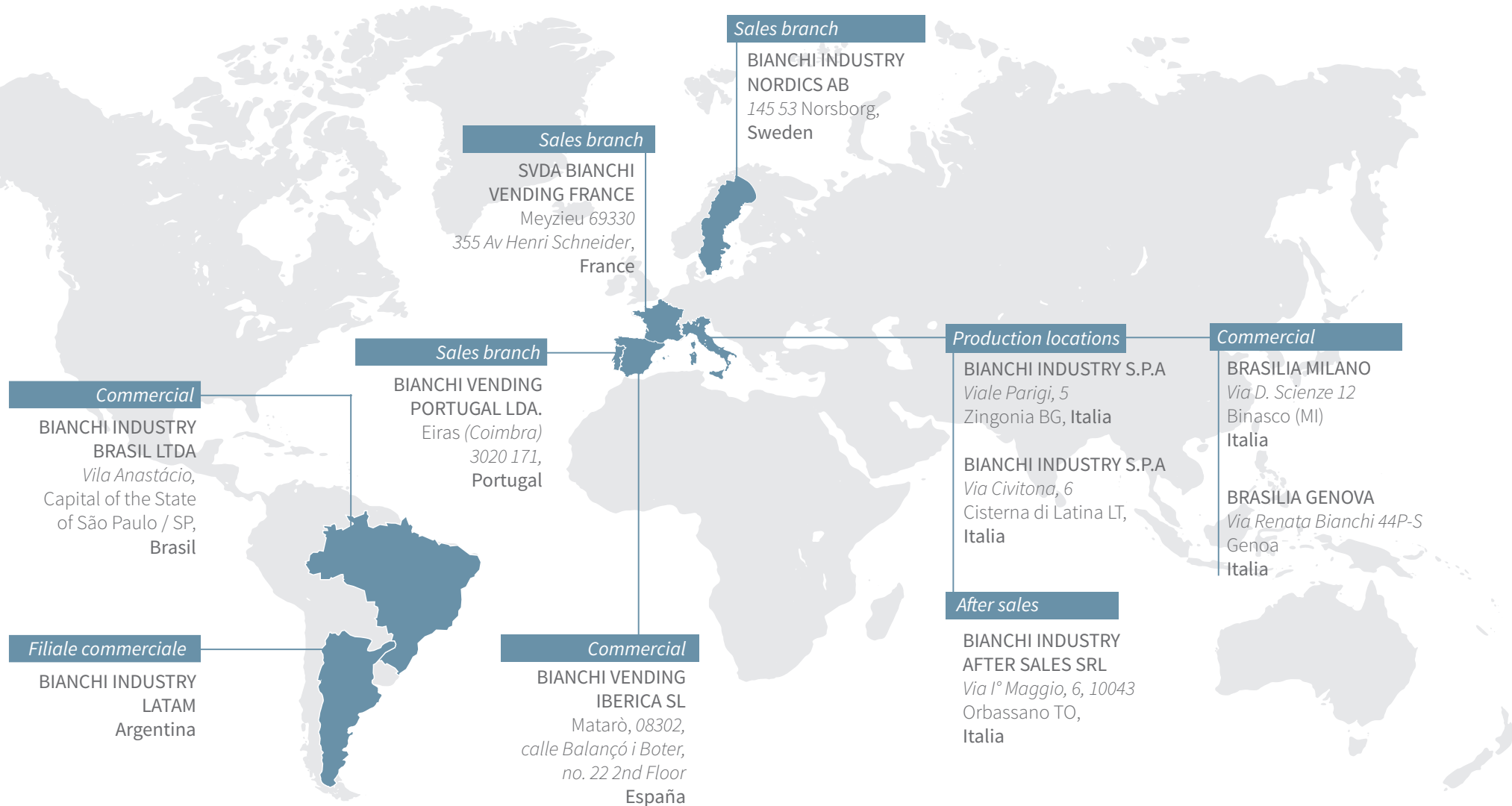
**Bianchi Coffee Solutions:** solutions on the borderline between the vending and Horeca worlds, even for environments where space is limited: Coffee Station Solutions, Coffee Kiosk Solutions and Super automatics.

# HISTORY





# WORLDWIDE PRESENCE



# WORKING PROCESSES

## DEPARTMENTS

The headquarters in Zingonia (BG) houses the offices and a part of production, who works daily on 13 production lines and is divided into the following departments:

### Quality assurance

The production unit of Latina is differentiated by a more detailed sheet metal processing department (characterized by the phases of punching, panelling, bending, and welding), as well as for the presence of the plastic components moulding department.

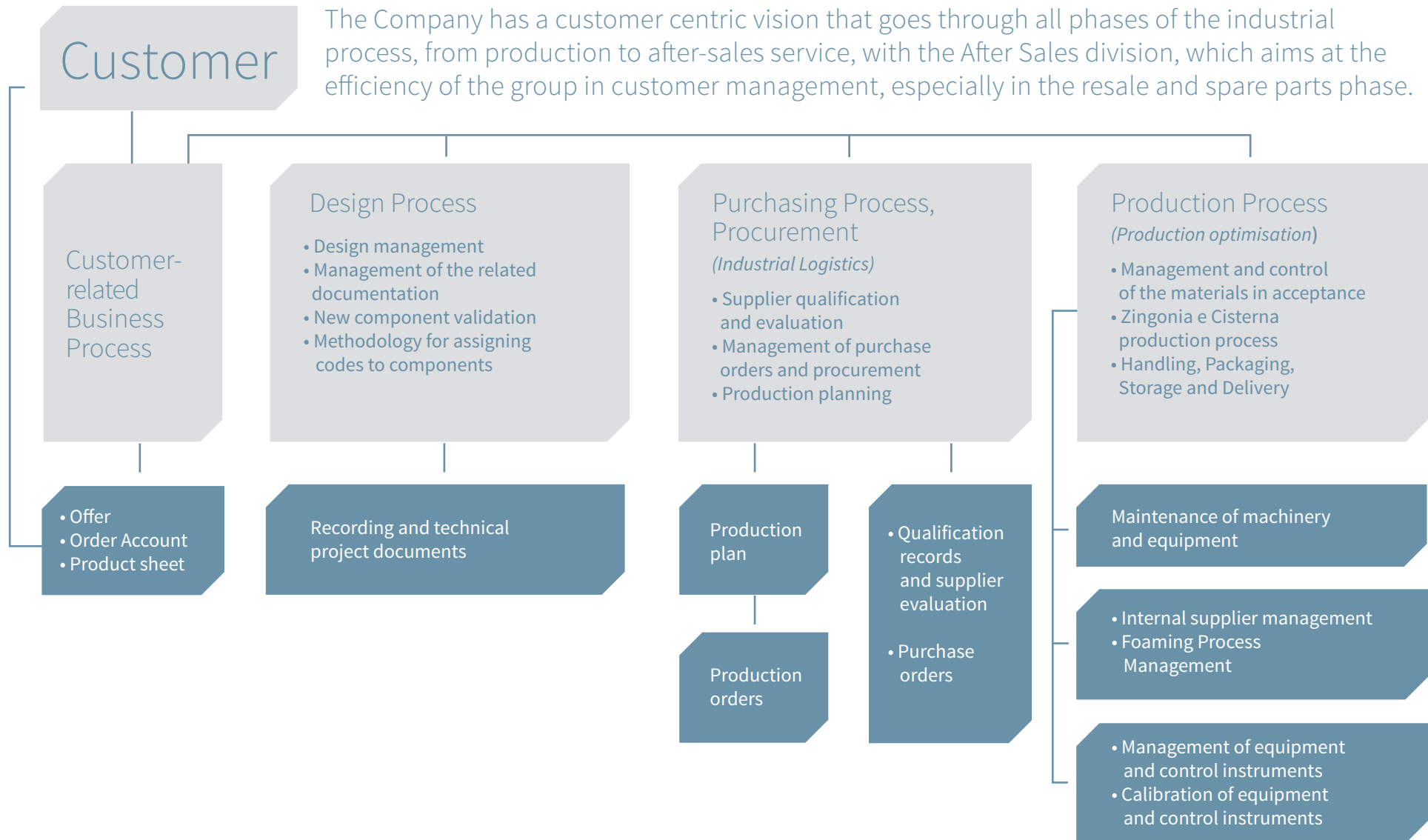
Automatic vending machine production

Packaging, storage and shipment

Department processing sheet metal

Department plastic moulding

# SEQUENCE AND INTERACTIONS BETWEEN PROCESSES



## PHASES OF THE PRODUCTION PROCESS

The production of **Bianchi Industry** products, i.e. vending machines for the vending market and coffee machines for the ho.re.ca. market, is carried out in the two production plants of Cisterna di Latina and Verdellino; in the first plant the raw materials are transformed into semi-finished products, which are then sent to the second plant, where the subsequent stages of sheet metal, plastic, foaming, UV printing and assembly are carried out.

### PHASE 1 / PROGRAMMING

In the 'production process start-up' phase, we find the production manager who receives from Logistics and Industrial Planning the production programme for vending machines and professional machines; the supply of materials to carry out the production programme is managed by the APO - SAP software.

### STEP 2 / PROCESS START

Only after receiving the required materials and in compliance with the production schedules, the production manager starts the aforementioned operations; in the same way, Logistics and Industrial Planning issue production orders relating to the sheet metal department at least 2 days in advance through the APO – SAP system.

### STEP 3 / ASSEMBLY

At present, the production process of vending machines is structured according to lean (flow) logic and on several assembly lines (for vending, Ho.Re.Ca. and cold machines); this process is adaptable to product families, as the models have similar flow characteristics, are based on the same raw materials and have similar processing and assembly steps. These phases firstly involve the assembly of the supporting structure of the vending machine and the professional on special assembly jigs, then the assembly inside the body of the components/assemblies envisaged in the bill of materials (as well as the various electrical and hydraulic connections and related cable and component wiring), and finally the removal of the vending machine door from the special container, its preparation on a special 'template' and the subsequent assembly of the components envisaged in this phase.

### PHASE 4 / CONTROL VERIFICATION

Once assembled, the vending machines flow into the testing stations for the verification of operation in operating conditions; in addition, to monitor daily production and compliance with the quality requirements on the finished product, a quality manager performs the Quality Rating on samples of completed machines, taken at the end of the production line.

### PHASE 5 / STORAGE

Only after carrying out all the control tests described above, the finished product is transported by an AGV (autonomous vehicle) to the packaging stations and finally placed in the warehouse, ready to be transported to the customer.



# VALUES



## INNOVATION

Continuous improvement, evolution with a view to industrialisation 4.0 and care for the design are the strengths of the Company's Lean Organization approach.



## RESEARCH

80% of the components of **Bianchi Industry** machines are made on site. A team of 20 designers is constantly working in the experimental laboratory to create innovative solutions that meet the needs of the individual customer. The attention to detail and the personalisation of the product are two fundamental elements in the evolution of the Company.



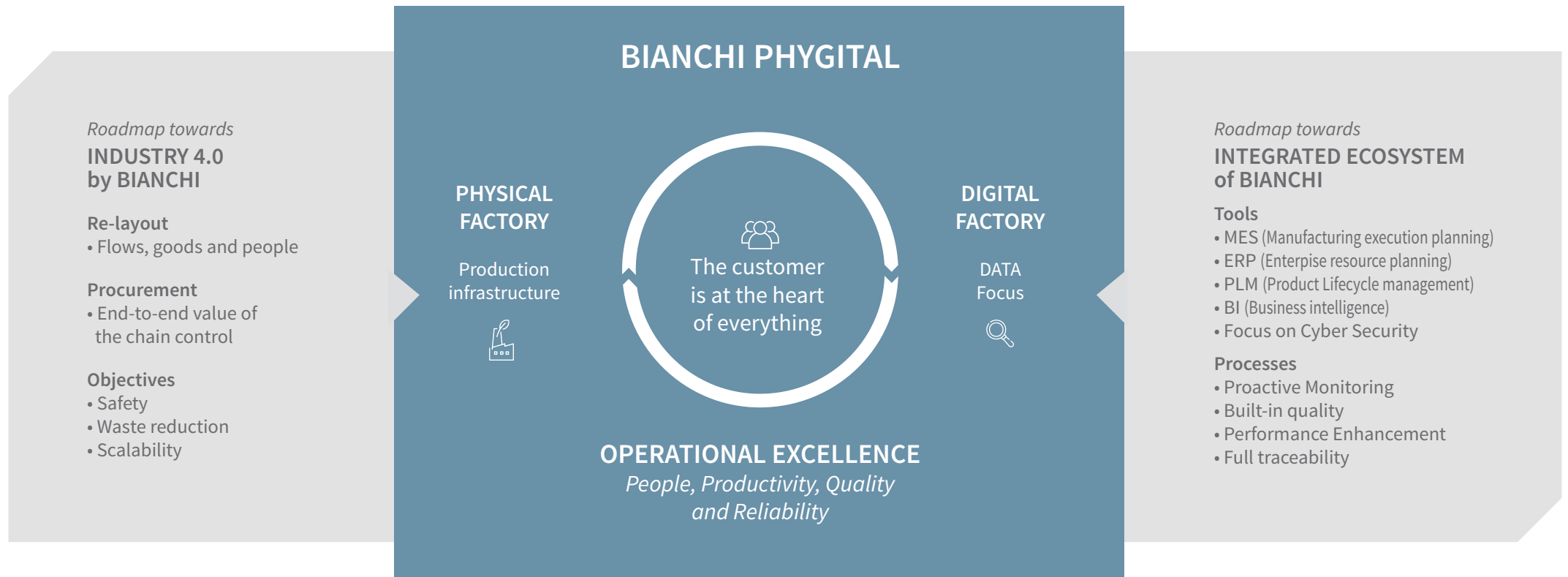
## LIABILITY

Attention to the environment and people is an integral part of the planning and strategy of **Bianchi Industry**.

# PRODUCTS

The machines made by **Bianchi Industry** have as their objective the satisfaction of the customer, but also that of the final consumer; they therefore know how to integrate refined design, possibility of customization and interactive and intuitive experience, with the highest quality of services to satisfy the different tastes of the consumer.

In particular, Phygital Solutions, born thanks to the transition of **Bianchi Industry** towards industry 4.0, are machines that represent a revolution in the world of vending, because they have been designed by integrating a flexible hardware structure with advanced software tools, with the aim of achieving operational excellence.



# SUSTAINABILITY FOR BIANCHI



## SUSTAINABILITY AREA

**Bianchi Industry** believes that sustainability must first of all start from within the company itself and that only in this way can a measurable impact be generated for all stakeholders. The ongoing quest for socially, environmentally, and financially sustainable design must be reflected in every business process, service, and solution the company is able to offer the market.

**Bianchi Industry's** sustainable transition, already present in the company, was officially formalised from 2022 with the drafting of a Sustainability Manifesto and the integration of ESG principles into the company's strategy.

In 2022, the Sustainability Manager, who reports directly to the Managing Director, was established and introduced in the company with regard to the centralised management and coordination of all sustainability activities, from reporting to the definition, implementation, and monitoring of sustainability-related projects.

**With the role of the Sustainability Manager, the company builds its future with a view to sustainability, responding to the challenges of climate change.**

Bianchi's sustainable transition process has been named "*Design Your Sustainable Break*" to better communicate **Bianchi Industry's** commitment to acting sustainably, also thinking about the benefit that will fall on the future generations.

In building its sustainable path, **Bianchi Industry** has also directly involved its employees at the Verdellino headquarters, with an anonymous survey aimed at knowing the opinion of each one on various issues: environmental sustainability, work-life balance, social activity, the corporate climate in terms of Leadership and Teamworking and the company's ability to communicate effectively.

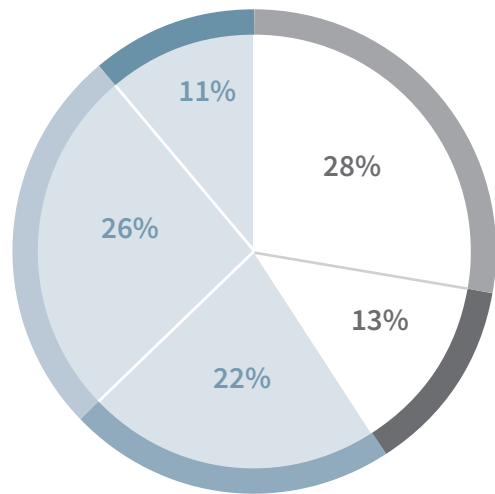
The results were announced through **dedicated meetings** that involved about 200 workers at the Verdellino headquarters, from which a strong push emerged in the sustainability path, already desired by the General Management, thanks also to the "Time for Change" project.



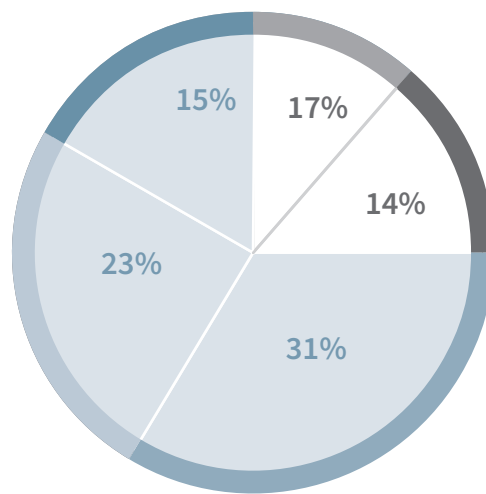


# SUSTAINABILITY SURVEY RESULTS

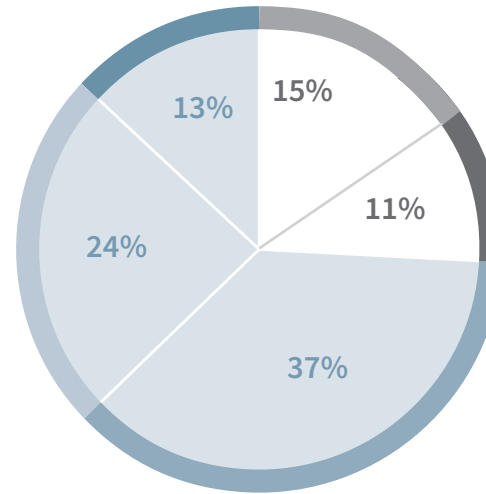
*The organization has undertaken a strategy that is attentive to sustainable aspects for the environment*



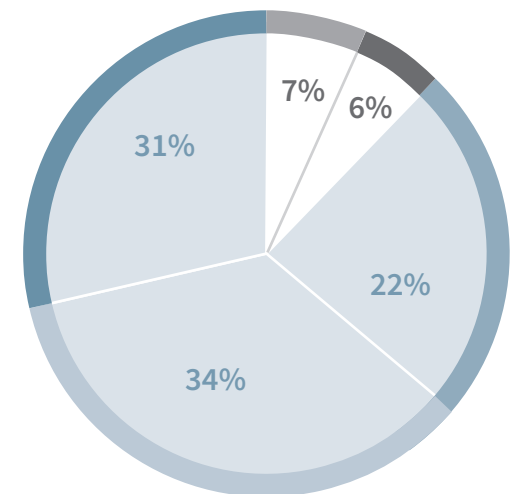
*I would participate in socially useful activities*



*I think the company can do more in terms of social activity*



*I would appreciate actions aimed at a better work/life balance*



- very much
- a lot quite
- a lot
- a little
- for nothing

**Bianchi Industry** has therefore defined a series of activities and priorities, both in the environmental and social fields, with medium- and long-term objectives, which are articulated on these points:

Development  
of its talents

Integrity of  
the business

Promotion  
of a  
culture  
of the  
sustainability

Welfare of  
the company

Carbon  
footprint

Circular  
economy

## SECTOR CONTEXT

Vending is a sector that sees Italy as a leader at European level with more than **30,000 employees, 3,000 companies and over 830,000 vending machines installed.**

70% of the vending machines produced in our country are exported abroad, a sector therefore strongly based on Made in Italy and which in recent years has had to face several challenges, including the Covid pandemic which, due to the type of service offered, led to a significant drop in turnover in 2020.

Further challenges facing the sector are SUSTAINABILITY and DIGITALISATION.

In recent years, the vending industry has dedicated resources to innovate, implement, and develop projects increasingly focused on environmental and social responsibility. This approach aims to optimize resources and reduce consumption, while also promoting a culture of healthy eating, even outside the home, and enhancing processes to ensure better machine performance.

All activities also aimed at increasing the quality of service and safety for the customer and the end consumer.

In **Bianchi Industry**, a careful context analysis, the benchmark with competitors, the objectives of the company policy and the sustainability focus groups carried out by the cross-functional team, led to the analysis and mapping of stakeholders and the analysis of impacts, shown below.



## STAKEHOLDER

**Bianchi Industry** has always considered the relationship with its internal and external stakeholders to be fundamental. Having constant, clear, transparent communication with its stakeholders is of strategic and management importance to Bianchi. A path that aims to consolidate and develop the relationship of trust already in place, to which the drafting of the Sustainability Report adds an additional stage. The objective of **Bianchi Industry** consists in creating value for its members, while satisfying customers and to enhancing human and

professional value of all employees and collaborators, preserving and increasing over time the economic, financial, and especially the human capital endowed to the company, all in a context of environmental and social responsibility.

For the creation of this first Sustainability Report, the work team has carried out a stakeholder mapping, highlighting the listening channels with which the company interfaces and then indicating the material issues that involve each individual category of stakeholders.

STAKEHOLDER MAPPING								
	Customers	Consumers	Suppliers	Human resources	Community & Territory	Average	Financiers	Institutions
Stakeholders	The companies that buy DA for their activities	The end consumers	All the suppliers involved in the operations. Along the value chain from material supply to waste disposal	The employees and internal company collaborators	The local community in which the company carries out its activity from a social and environmental point of view	Important for external communications and the image of the company	Banks, investors	Public administration and government bodies
Touchpoints	Sales force, website, product, social media, satisfaction surveys, fairs, feedback, MOG 231	Product, DA screens, website, social media, fee-back, location	Purchasing and quality department, website, questionnaires, code of ethics, MOG 231	Intranet, Internal assessments and surveys, Welfare, Communications	Website, Interactions with external organizations, Extra-corporate initiatives, Sponsorships, Networking	Public relations, Conferences, Associations	Report, Investor relations	BOARD OF DIRECTORS, PR, Networking, Calls for tenders
Topic involving stakeholders	Generation of climate-altering emissions Sustainable management Supply chain Waste Management Water consumption Health and Safety Privacy Sustainable development Economic performance Product innovation	Generation of climate-altering emissions Waste Management Water consumption Health and Safety	Generation of climate-altering emissions Sustainable supply management Supply chain Waste Management Water consumption Sustainable development Economic performance Business Ethics	Generation of climate-altering emissions Waste Management Water consumption Worker management Talent attraction & retention Equal opportunities Training professional Health and Safety Economic performance	Generation of emissions climate-altering Waste Management Water consumption Biodiversity Sustainable development Equal opportunities Economic performance Community support and local area Occupation of the territory	Generation of climate-altering emissions Waste Management Water consumption Sustainable development Economic performance Innovation of product Impact on community and on the territory	Generation of climate-altering emissions Waste Management Water consumption Development sustainable Economic performance Business Ethics	Generation of climate-altering emissions Waste Management Water consumption Sustainable development Economic performance Innovation Partnerships Training professional

## ANALYSE OF IMPACTS

The breadth and complexity of the different topics discussed and presented in this report are the result of a materiality analysis and an impact analysis, conducted by the work team. As this is the first Sustainability Report, the work was carried out in two phases. A first phase in which the team dedicated to the drafting of the report reasoned about what the material issues could be for **Bianchi Industry**, having never previously done a materiality analysis. The analysis carried out takes into account both the internal and external relevance of the company and emerges

from the combination of analysis of global macro-trends, industry trends, competitor benchmarks and interviews with team members. The company has decided to go a step further, in line with the new 2021 GRI Standards, trying to introduce impact analysis, focused on the actual and potential impacts that an organization generates on the economy, the environment and people. The material themes were then identified as the themes that represent the most significant impacts of **Bianchi Industry** considering the entire value chain.

ANALYSIS OF IMPACTS							
Very significant impacts		Relevant impacts		Minor impacts		Negligible impacts	
Generation of climate-altering emissions	GRI 302 - ENERGY GRI 305 - EMISSIONS	Waste generation and management	GRI 306 - WASTE	Waste generation and management	GRI 306 - WATER AND WASTE DISCHARGES	Water consumption	GRI 303 - WATER AND EFFLUENTS
Sustainable supply chain management	GRI 301 - MATERIALS GRI 308 - ENVIRONMENTAL EVALUATION OF SUPPLIERS	Talent attraction and retention	GRI 404 - TRAINING AND EDUCATION	Human Rights	GRI 405 - DIVERSITY AND EQUAL OPPORTUNITIES GRI 406 - NON-DISCRIMINATION GRI 408 - CHILD LABOUR GRI 409 - FORCED OR COMPULSORY LABOUR GRI 410 - SAFETY PRACTICES	Biodiversity	GRI 304 - BIODIVERSITY
Worker management	GRI 403 - HEALTH AND SAFETY AT WORK	Customers and consumers	GRI 417 - MARKETING AND LABELLING	Worker management	GRI 402 - MANAGEMENT WORK AND RELATIONS. TRADE UNIONS GRI 407 - FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	Human Rights	GRI 411 - RIGHTS OF INDIGENOUS PEOPLES
Talent attraction and retention	GRI 401 - EMPLOYMENT	Company's commitment to sustainable development	GRI 413 - LOCAL COMMUNITIES GRI 414 - SOC. ASSESSMENT OF SUPPLIERS GRI 415 - PUBLIC POLICY	Economic Impacts	GRI 205 - ANTI-CORRUPTION GRI 206 - ANTI-COMPETITIVE BEHAVIOUR GRI 207 - TAXES	Company's commitment to sustainable development	GRI 413 - LOCAL COMMUNITIES GRI 418 - CUSTOMER PRIVACY
Customers and consumers	GRI 416 - CUSTOMER HEALTH AND SAFETY						
Economic Impacts	GRI 201 - ECONOMIC PERFORMANCE GRI 204 - PROCUREMENT PRACTICES	Economic Impacts	GRI 202 - MARKET PRESENCE	Economic Impacts	GRI 202 - MARKET PRESENCE	Economic Impacts	GRI 203 - INDIRECT ECONOMIC IMPACTS

Environmental

Social impacts

Economic impacts

## SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2015, United Nations countries approved the Global Agenda for Sustainable Development to 2030, which identifies and foresees the achievement of 17 Goals (SDGs) that, based on complex social challenges, represent the common objectives for sustainable development.

Thanks to the results of the impact analysis and the development of a policy based also on ESG issues, **Bianchi Industry** has identified 5 objectives to contribute to through the strategic choices that guide daily company activities.



### GOVERNANCE

**ISO 14001** and **ISO 9001** Certification

**MOCA** Certification

**80%** of the components made directly in **Bianchi Industry**

**96%** of the purchases from Italian suppliers

**100%** of employees hired on a permanent basis

**Sustainability Manager**



### ENVIRONMENT

**Carbon footprint**

**Photovoltaic** installation

**4** charging **stations for electric cars**

Implementation of a **new management system**

for **heating, lighting and ventilation systems**

**Switching** the industrial machinery off

Digitization Process for **paper reduction**

Road map for **LCA** research and development

Use of components from **regenerated material**

**Return** activities for reuse of packaging such as **cardboard**

**boxes** of touch screens and **corrugated cardboard**

Return **reuse of pallets**

Return of **dividing sponges**

Return of **adhesive sponge**

Adhesion to the **Rivending** programme



### PEOPLE

**40 hours of training** dedicated to the sustainability

Establishment of a **Safety Committee** for a streamlined and effective safety reporting

Process di **Evaluation of results**

Participation in **Career Day Salons** and to the **PMI day** organized by **Confindustria**



# GOVERNANCE





75,409,310 million  
REVENUES

27,209,084 million  
ADDED VALUE  
DISTRIBUTED

**BIANCHI INDUSTRY IS AWARE OF HOW AN ADEQUATE GOVERNANCE STRUCTURE IS FUNDAMENTAL TO ACHIEVE THE SHORT-TERM STRATEGIC OBJECTIVES AND LONG-TERM.**

The Group's Corporate Governance system is based on the role of the Board of Directors, on the transparency of management choices, and the effectiveness of the internal control system.





# ORGANIZATIONAL STRUCTURE

**Bianchi Industry** has implemented a structure that provides for a Board of Directors with two Managing Directors, Massimo, and Mariella Trapletti.

There are no committees or other collegiate bodies that have an impact on company management. The management is controlled by the single auditor, the board of statutory auditors and the supervisory board.

The current Board of Directors was appointed in 2023 and is in office until 2025.

The President is Massimo Trapletti, who also holds the role of Managing Director and as such protects the interests of all 5 members of the company's ownership.

Currently, the ultimate decision-making responsibility for sustainable development initiatives and material issues still lies with the Managing Director of **Bianchi Industry** and the company board, in detail:

- Involvement of the Chief Executive Officer and the highest governing bodies in determining material issues for the purpose of the sustainability balance sheet
- Review of material issues and their impact on an annual basis
- Approval of the sustainability strategy and the initiatives to be taken by the CEO
- Sustainability manager: regular monthly sharing with the highest governing bodies of all ongoing / launched and concluded sustainable initiatives.

**Bianchi Industry** has begun to integrate ESG issues into the governance strategy, policies, and processes since this year. The company's objective is to achieve the completion of this integration by 2024 and to have a sustainability governance structured as follows:

## MANAGING DIRECTOR OF BIANCHI INDUSTRY S.P.A.

- Reviews and approves strategic, industrial, and financial plans.
- Reviews and approves the Group's annual budget and Business Plan, which integrate the main guidelines to promote a sustainable business model and put the basis for creating value in the long term
- He is responsible for the approval of the Sustainability Balance Sheet
- Takes care of the definition and implementation of the business model and defines the guidelines for management

## BOARD OF DIRECTORS

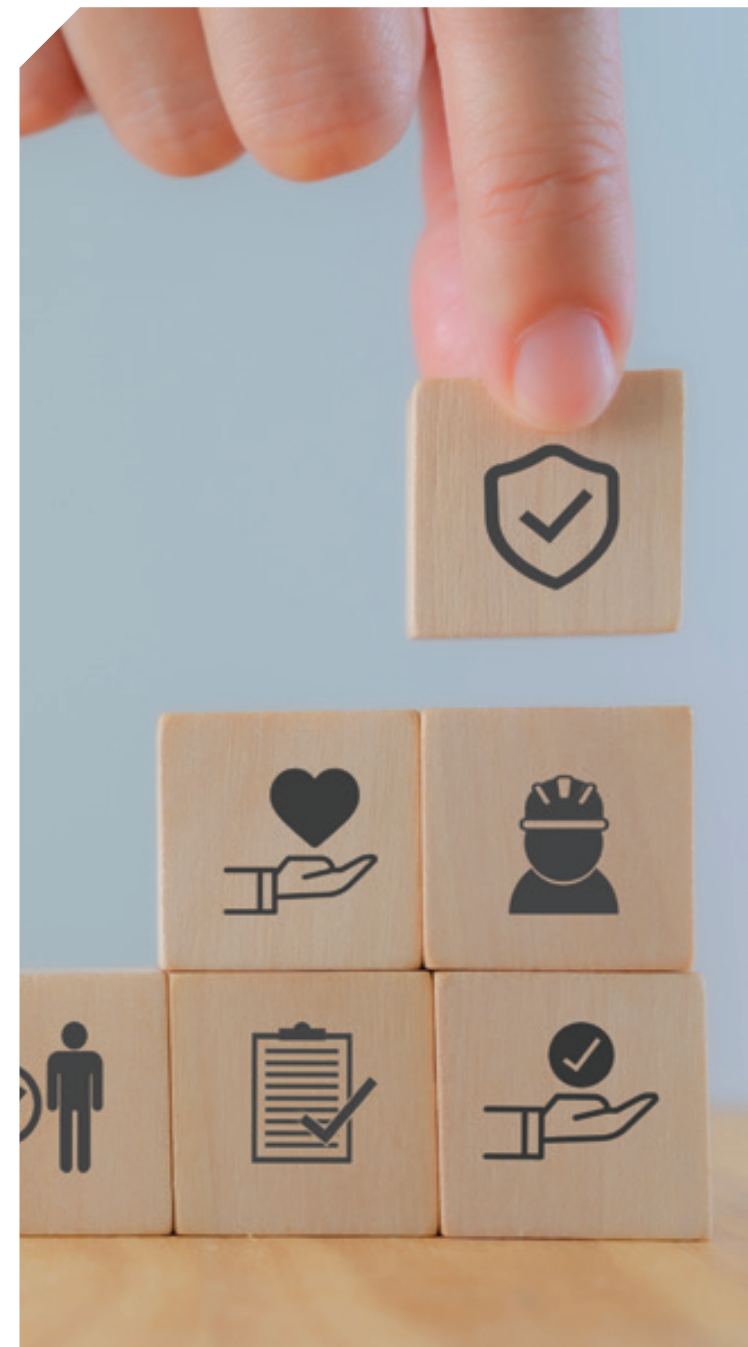
- Monitors sustainability issues related to the exercise of the business activity and the interaction of the latter with stakeholders

## SUSTAINABILITY MANAGER

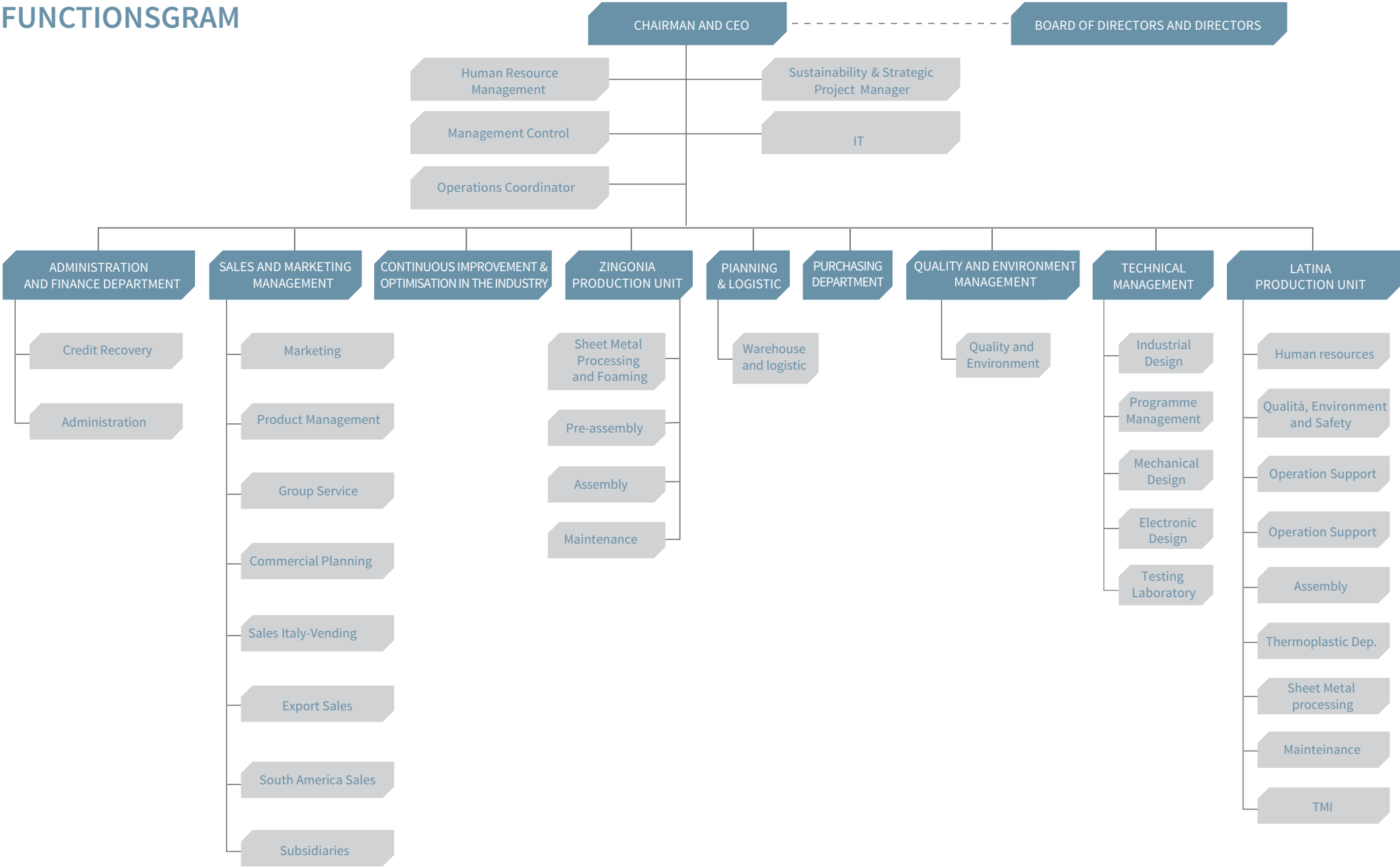
- Coordinates the sustainability reporting process and plays a proactive role in the process of approving and supervising the sustainability strategy
- Represents society in the various initiatives dealing with sustainable development
- Examines the setting of the Sustainability Balance Sheet and the articulation of its contents, as well as the completeness and transparency of the information provided through the same documents

## CORPORATE FUNCTION "ENVIRONMENT AND QUALITY"

- Examines the main corporate rules and procedures relevant to sustainability in relation to stakeholders



# FUNCTIONSGRAM



## MANAGEMENT SYSTEMS

*"The Ethical and Social Responsibility of Companies represents, in fact, the challenge of the most enlightened Companies, not only for a sense of responsibility towards the Community in which they operate and in compliance with the expectations of their internal and external stakeholders, the stakeholders, but also to underline the values of their brand with a new, exclusive, recognizable character, which differentiates its style from the competitors. In this case, communication merges with industrial and commercial management in a common responsibility that commits everyone in the Company to operate according to social responsibility objectives."*

Hence, the **Bianchi Industry** Code of Ethics, which contains the principles for conducting its day-to-day business, was drafted, and approved by the Board of Directors in 2019.

All actors who interact with the Company are required to comply with the Ethical Code and its principles.

This document constitutes an essential element of the **Organisation, Management and Control Model** (pursuant to Legislative Decree 231/2001 or Model 231) of the Group, which defines rules, responsibilities, control measures and mitigation actions to be implemented having identified certain risk areas. A **Supervisory Board** (ODV) has therefore been established with autonomous powers of initiative and control of the prescription of Model 231 which must be promptly informed about acts, behaviours or events that may result in the violation of the Model. In this regard, there is a **Whistleblowing procedure** that guarantees the confidentiality of the whistleblower for reports of any offences.

The SB reports to the board of directors consisting of Andrea Netti (as chairman), Eleonora Netti and Claudia Prenna (as advisors).

**Bianchi Industry** on its path towards innovative product leadership, constantly renews and integrates management systems relating to quality, customer service and satisfaction, occupational health and safety and the environment.

The quality standards are implemented through a quality management system certified according to UNI EN ISO 9001:2015 and by the MOCA certification system, i.e. the declaration of conformity of materials and objects in contact with food.

All **Bianchi Industry** distributors have all certifications and declarations of conformity, both for marketing in Europe and for countries outside Europe such as Brazil, America, and South Korea. Regard to worker health and safety policy, as we will see in detail in Chapter 5, Bianchi Industry set up a

Safety Committee in 2022, with the aim of streamlining and speeding up the process for safety notifications, forming a safety leadership in the company capable of promoting a safety culture and creating awareness in all personnel. The cornerstone of Bianchi Industry's governance is its environmental protection policy. The company has a Management System according to **UNI EN ISO 14001:2015 standard** and is in the process of obtaining **UNI EN 50001** certification for its energy management system.

The company has also defined a model for the protection of personal data consistent with the provisions of the EU 2016/679 General Data Protection Regulation (GDPR)

**Bianchi Industry**'s tax approach is guided by transparency and legality. The Company operates in full compliance with tax regulations and, considering its approach to innovation and research, has taken advantage of the opportunities offered by the Legislator, participating, for example, in the facilities for research and development, for employee training and public financing of industry 4.0. The latter will also bring environmental benefits in the medium term because the interconnection of all the machinery results in a reduction in consumption. There is also a **digitisation of the Company** starting from the production lines to reach the individual offices, with a view to greater organisational agility of the processes and the abandonment of paper.

The **regulations and procedures on anti-corruption** are contained in MOG 231 and have been published on the internal communication channels. There was also specific training for some categories of workers.

During the reporting period, there were no confirmed incidents of corruption, and no legal actions were brought relating to anti-competitive behaviour, trust activities and monopolistic practices.

UNI EN ISO  
9001:2015



MOCA  
Certification



UNI EN ISO  
14001:2015



MODEL 231





## ECONOMIC DIMENSION

This chapter provides, together with the analysis of the production and distribution of Added Value, some of the main balance sheet data for the last three years (2021-2023). This is in order to offer all stakeholders a complete overview of the company, including its economic and financial dimension.

The values shown originate from the consolidation of the various production entities of the Bianchi group and, consequently, from the company accounts and the approved and filed financial statements of the individual group companies. Any differences with respect to the data proposed in this chapter are attributable solely to the application of different criteria for reclassification of the same.

TURNOVER TREND 2021-2023		
2021	2022	2023
64,830,785	62,320,080	73,920,630

NUMBER OF DISTRIBUTORS IN THE TERRITORY			
	2021	2022	2023
no. of product distributors	24,985	21,534	28,649
no. of distributors sold	26,071	22,658	26,003

The data confirms the trend of dimensional growth in terms of turnover and presence in the territory.

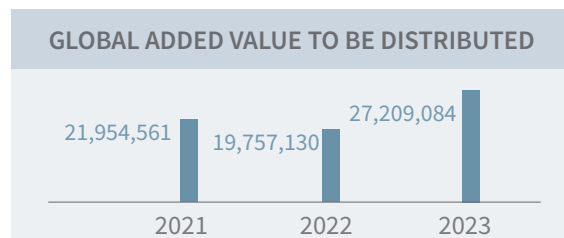
# DISTRIBUTION OF ADDED VALUE

## PRODUCTION AND DISTRIBUTION OF THE ADDED VALUE

In 2023, the **social added value distributed** amounted to 27,209,084 euros, which represents approximately 36% of the value of the production.

DETERMINATION AND ALLOCATION OF ADDED VALUE			
	2021	2022	2023
Revenue from sales	64,830,785	62,320,080	73,920,630
Other revenues and incomes	2,620,044	1,827,907	1,488,680
<b>PRODUCTION VALUE</b>	<b>67,450,829</b>	<b>64,147,987</b>	<b>75,409,310</b>
for raw materials, subsidiary materials, consumables, and goods	32,062,469	32,825,409	36,550,567
change in inventories	869,165	1,671,551	2,224,502
for services	10,064,973	11,167,764	10,869,581
for the use of third-party assets	1,348,801	1,288,471	1,274,741
other operating costs	1,302,646	914,325	2,164,264
<b>INTERMEDIATE COSTS OF PRODUCTION</b>	<b>45,648,054</b>	<b>44,524,418</b>	<b>48,634,651</b>
<b>TYPICAL GROSS VALUE ADDED</b>	<b>21,802,775</b>	<b>19,623,569</b>	<b>26,774,659</b>
Financial revenues	151,786	133,561	434,425
Extraordinary management	0	0	0
<b>GLOBAL ADDED VALUE TO BE DISTRIBUTED</b>	<b>21,954,561</b>	<b>19,757,130</b>	<b>27,209,084</b>
<b>GLOBAL VALUE ON TURNOVER</b>	<b>32,55%</b>	<b>30,80%</b>	<b>36,08%</b>

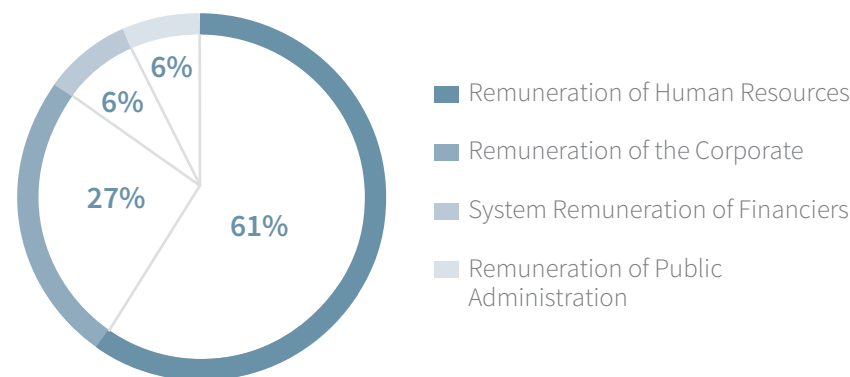
The Value Added to be distributed shows an upward trend, rising from 21.9 million in 2021. to 27.2 million in 2023.



DISTRIBUTION OF ADDED VALUE			
	2021	2022	2023
<b>Remuneration of human resources</b>	<b>14,167,149</b>	<b>14,543,653</b>	<b>16,494,906</b>
<b>Public Administration Remuneration</b>	<b>676,534</b>	<b>218,644</b>	<b>1,706,189</b>
<b>Remuneration of Financiers</b>	<b>1,440,862</b>	<b>730,991</b>	<b>1,719,814</b>
financial costs	1,440,862	730,991	1,719,814
<b>Remuneration of the Enterprise System</b>	<b>5,670,016</b>	<b>4,263,842</b>	<b>7,288,175</b>
depreciations	2,572,855	2,701,971	3,000,738
profit	3,097,161	1,561,871	4,287,437
<b>DISTRIBUTED SOCIAL ADDED VALUE</b>	<b>21,954,561</b>	<b>19,757,130</b>	<b>27,209,084</b>

Human resources represent the most important stakeholder in terms of the distribution of added value. In the three-year period, the added value distributed to personnel increased from 14.1 million (2021) to 16.4 million (2023), which represents 61% of the total Added Value distributed in 2023.

## DISTRIBUTION OF THE ADDED VALUE 2023



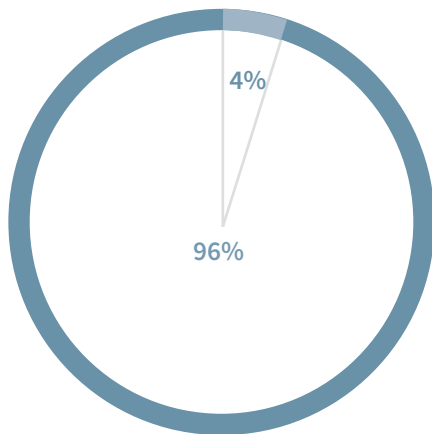
# SUPPLIERS

For **Bianchi Industry**, the supply chain plays a crucial role in the search for product excellence, market positioning and maintaining the company's reputation.

Under equal conditions, the company undertakes to give preference to local supplies and those capable of generating the least environmental impact and the greatest social benefit, in order to contribute to the economic and social development of the area.

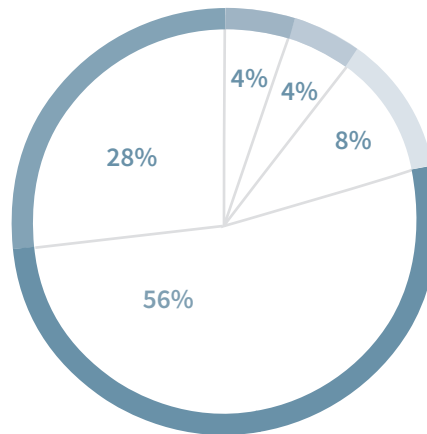
As shown by the two graphs below, in 2023 96% of purchases were processed on Italian suppliers, of which 56% are based directly in Lombardy, the region where **Bianchi Industry's** headquarters is located. This demonstrates that the Company is committed to enhancing suppliers who reside in the territory.

ITA-EU PURCHASES



- ITALY 96%
- Abroad 4%

MAPPING ITALY



- Lombardy 56%
- Venetian 28%
- The Emilia Romagna 4%
- Latium 4%
- Other regions 8%

**Bianchi Industry** is a member of two industry associations:

The Confida Imprese per l'Italia Confcommercio is the only trade association representing, on a national level, the entire food and beverage distribution chain.

Anima Confindustria is the industrial organisation within the Confindustria system that represents companies in the mechanical engineering sector.

# ENVIRONMENT



40,707 tonnes Co<sub>2</sub>e EMITTED  
OF 97% GIVEN BY EMISSIONS OF SCOPE 3

132 tonnes Co<sub>2</sub>e  
AVOIDED THANKS TO  
PHOTOVOLTAICS

46 tonnes Co<sub>2</sub>e  
SAVED THANKS TO  
CIRCULAR ECONOMY  
ACTIVITIES

95% OF WASTE  
SENT TO RECOVERY

**BIANCHI INDUSTRY IS IN THE PROCESS OF A SUSTAINABLE TRANSITION THAT INVOLVES A SERIES OF CONCRETE ACTIVITIES AND ACTIONS TO ACHIEVE PRECISE GOALS.**

The energy efficiency strategy provides for a path of continuous improvement of the industrial process aimed at reducing energy consumption, while maintaining competitiveness. This concretely translates into the realization of an energy audit through which to identify and map the sources of energy consumption and the definition of improvement plans aimed at optimizing the energy management of the Company as a whole.





From an environmental sustainability point of view, there are 5 areas of intervention on which the Company is moving, and which will be discussed in detail in the individual sections:



Certifications

Efficiency  
Energy

Circular  
Economy

Carbon  
Footprint

Lifecycle of  
the product

The company has implemented a certified Environmental Management System according to the UNI EN ISO 14001 standard and has started the process to obtain the UNI EN ISO 50001, Energy Management System, expected by 2024.

## MATERIALS

The production of vending machines mainly involves the use of iron sheets, which are partly produced in the company and partly purchased externally.

Some fluctuations between 2021 and 2023 depend on the pandemic period, during which it was necessary to stockpile materials, because there was no certainty of the times and methods of delivery by suppliers. In 2022 there were also months of CDs (solidarity contract) which led to a reduction in volumes.

In other cases, however, the greater consumption of 2023 depends on the replacement of some parts with others.

MATERIALS (kg) - BG			
	2021	2022	2023
Accessories	44,597	42,406	39,459
Aluminium	36,595	39,930	39,313
Various articles	35,811	30,904	33,099
Sets	38,817	16,546	19,927
Boilers	102,015	94,157	113,090
Electronics	131,707	115,420	128,040
Fasteners	29,223	24,675	29,202
Refrigerating groups	115,587	86,011	95,113
Hydraulics	22,963	22,233	22,918
Packaging	193,177	168,409	216,507
Gears	78,832	55,965	61,832
Sheet metal	1,613,002	1,363,477	1,352,457
Lexan	5,534	3,777	2,912
Springs and Spirals	45,953	35,247	38,621
Plastic	101,988	78,875	80,181
Polymers	3	5	2,997
Fittings	2,767	2,272	2,775
Doors and windows	12,279	13,358	11,206
Turnery	11,001	10,428	8,885
Tubes of metal	2,726	1,989	2,817
Silicone/pvc/pfte pipes	26,450	22,338	23,287
Ventilation	12,586	9,542	12,118
Glass	59,785	40,186	51,108
Seals	5,969	4,593	6,030
<b>TOTAL</b>	<b>2,729,370</b>	<b>2,282,744</b>	<b>2,393,894</b>

MATERIALS (kg) - LT			
	2021	2022	2023
Aluminium	2,078	1,721	2,100
Various articles	357	327	230
Sets	144,529	676	561
Boilers	312	-	467
Electronics	6,443	5,511	7,043
Fasteners	14,391	11,193	13,457
Hydraulics	575	403	1,812
Packaging	273	8	466
Gears	45,933	45,894	47,529
Sheet metal	1,521,905	1,056,108	1,389,712
Grinders	4,223	3,814	4,366
Springs and Spirals	777	780	803
Plastic	6,309	6,874	8,809
Polymers	316,298	257,001	342,833
Fittings	12	21	86
Doors and windows	1,824	1,924	3,258
Turnery	1,992	1,958	1,597
Tubes of metal	14	4	10
Silicone/pvc/pfte pipes	-	520	2
Seals	519	542	523
<b>TOTALE</b>	<b>2,068,763</b>	<b>1,395,279</b>	<b>1,825,683</b>

# ENERGY CONSUMPTION

**Bianchi Industry's** energy consumption concerns the production process and normal office activity at the offices.

**Bianchi Industry** is committed to the efficient use of resources and has set itself continuous improvement objectives, involving staff with training on the subject and consulting directly with interested parties such as employees and suppliers.

With this in mind, the company monitors its consumption and plans investments in order to contribute to the reduction of consumption and thus GHG emissions.

The energy consumed by **Bianchi Industry** in 2023 is equal to 15408.72 GJ, about 27% less than in 2021. This is also thanks to the installation of photovoltaics in use in Bergamo from 2022 and in Latina from the end of 2023, which have allowed a 20% decrease in energy consumption taken from the electricity grid from 2021, the year in which photovoltaics had not yet been installed, to 2023.

The main energy sources used are electricity, natural gas and partly less diesel and petrol.

**ELECTRICAL ENERGY** is the main source of energy for the operation of the entire company, from machinery and forklift batteries to lighting and office uses.

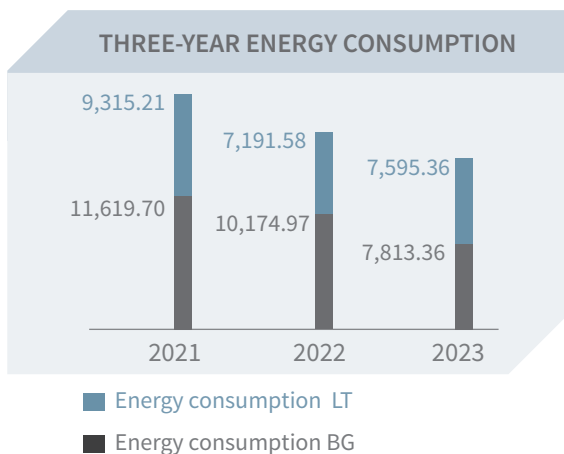
**THE GAS** is mainly used for boilers and therefore for the heating and cooling of company premises.

**DIESEL FUEL** main fuel for the company's vehicle fleet, while petrol is used exclusively for lawn mowers.

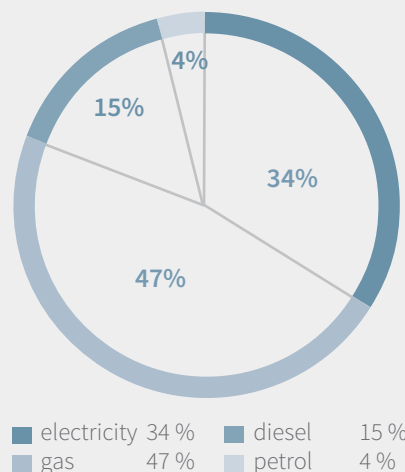
The decrease in consumption is also due to the implementation of a new centralized management system for heating, lighting and ventilation systems that reduces electricity and natural gas consumption on an annual basis.

Also on the industrial production side, a monitoring system has been implemented that has made it possible to streamline the management of machinery and reduce its consumption.

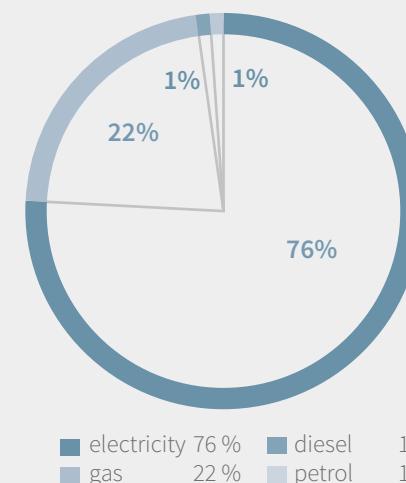
In November 2023, four charging stations for company electric cars were also installed at the Zingonia site.



ENERGY VALUES BG 2023



ENERGY VALUES LT 2023





## PHOTOVOLTAIC SYSTEM

The photovoltaic system, installed at the Bergamo site in 2022 and at the Latina site at the end of 2023, allowed the Company to obtain the following results:

### In 2022

- **Emissions avoided** (*energy self-consumed by PV*): **20.2 tCO<sub>2</sub>e.**
- **Removal of specific emissions** (*energy input from PV*): **-3.7 tCO<sub>2</sub>e.**
- Effective **photovoltaic consumption 2022: 73,725 kWh**

### In 2023

- **Emissions avoided** (*energy self-consumed by PV*): **132 tCO<sub>2</sub>e.**
- **Removal of specific emissions** (*energy input from PV*): **-58 tCO<sub>2</sub>e.**

### ENERGY CONSUMPTION OF RENEWABLE FUEL IN GJ

	2022	2023
Photovoltaic Zingonia	265.41	1,293.9
Photovoltaic Latina	0	87.7
<b>TOTAL</b>	<b>265.41</b>	<b>1,381.3</b>

## WASTE

The waste that **Bianchi Industry** must dispose of derives mainly from the production activity of vending machines (metal and plastic processing) and packaging.

The Company uses external suppliers for the waste collection and disposal service.

In 2023 **Bianchi Industry** produced 1,033 tonnes of waste, of which 95% was sent for recovery.

### WASTE BY TYPE AND DISPOSAL METHOD IN ton - BG

Non-hazardous waste	2021	2022	2023
Incineration	0.06		
Dumping site	0.12	0.32	0.18
Recovery	512	470	491
Hazardous waste	2021	2022	2023
Incineration			
Dumping site			
Recovery	13	8	14
<b>TOTAL</b>	<b>525.22</b>	<b>479.02</b>	<b>504.78</b>

### WASTE BY TYPE AND DISPOSAL METHOD IN ton - LT

Non-hazardous waste	2021	2022	2023
Incineration	23	19,66	29,3
Dumping site	21	8	14
Recovery	486	341	484
Hazardous waste	2021	2022	2023
Incineration	3	2	1
Dumping site	2	1	0
Recovery	0.35	0.06	0.05
<b>TOTAL</b>	<b>535.39</b>	<b>371.63</b>	<b>528.43</b>

# EMISSIONS

The conversion factors used for the calculations of the following tables are those present on the websites of the Ministry of the Environment and Energy Safety, on the website of Sipra Environment and Snam.

**Bianchi Industry** considers the issue of CO2 emissions into the atmosphere and their harmful effects on the entire environmental ecosystem to be a priority. For this reason, the Company is committed to a long-term path that includes the assessment of the company's carbon footprint to develop and implement a strategic action plan capable of reducing its footprint.

The plan includes several areas of intervention, such as the use of renewable sources to produce electricity, energy efficiency, the containment of consumption, the eco-design of products, the digitization of company operating processes.

The company has also started a journey with the MIXA company to study its own Carbon Footprint. It will focus on the activities carried out directly and indirectly by **Bianchi Industry** throughout the value chain, for the years 2022 and 2023 and limited to the headquarters in Bergamo and the two production units in Bergamo and Latina.

The study was conducted in accordance with ISO 14064-1:2019 standards and the reporting of emissions was carried out according to the international Greenhouse Gas Protocol standard, published by the World Business Council for Sustainable Development and the World Resource Institute.

Total emissions in 2023 registered an absolute increase of 23% compared to the base year 2022. The Carbon Footprint analysis showed that the increase can mainly be attributed to category 5 of scope 3, i.e. down-stream products (use of products sold). In 2023 the number of products sold increased by 17%.

In addition, always within scope 3, in the "upstream leased assets" category, the increased emissions are attributed to the new PV plant in Latina and to the complete use of the one in Bergamo (in 2022 it was used only for 3 months).

The actions implemented have made it possible to obtain concrete and measurable results:

- **145 tCO<sub>2</sub>e** saved per year in purchase of electricity in 2023 at the Bergamo site, thanks to photovoltaics
- **99 tCO<sub>2</sub>e** saved per year thanks to the shutdown of industrial machinery (estimate)
- **479 kgCO<sub>2</sub>** saved thanks to the processes of Digitization for Paper Reduction Started in 2022
- to reduce emissions from fossil fuels, a **new car policy** has been adopted, which encourages the purchase of **hybrid and full electric company vehicles**

In addition to the production cycle, and therefore to the core processes, the processes up-stream and down-stream.

**Scope 1 – Direct:** Direct emissions from the use of fossil fuels and other materials in processes inside the plant

**Scope 2 – Indirect:** Indirect emissions associated with the consumption of electricity supplied from the outside

**Scope 3 – Indirect:** Associated indirect emissions to the transport of people and goods, deriving from products and services used, sold, and/or offered

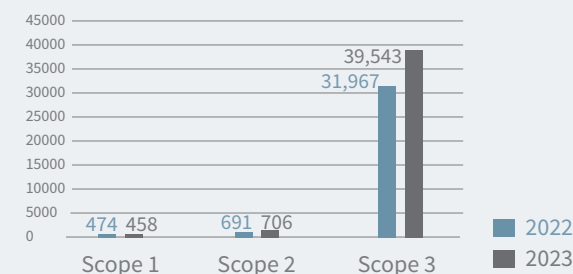
**Bianchi Industry's** carbon footprint in 2022 is estimated at 33,128, 51 tonnes CO<sub>2</sub>e.

Of these, the largest contribution is from the scope 3 emissions, which contribute for 97%.

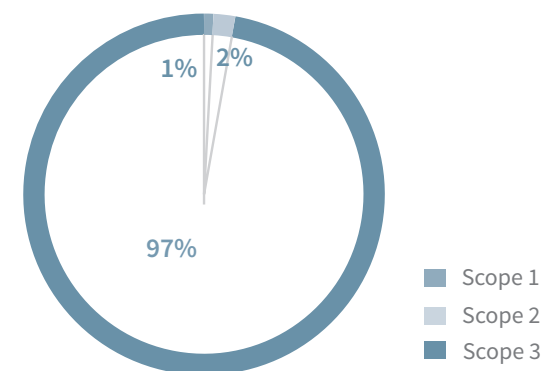
**Bianchi Industry's** carbon footprint in 2023 is estimated at 40,707 tonnes CO<sub>2</sub>e.

Of these, the largest contribution is from the scope 3 emissions, which contribute for 97% and include a variety of sources outside the direct control of the organization.

TOTAL CO<sub>2</sub>eq EMISSION in tonnes



Compared to 2022, Scope 1 emissions decreased, while Scope 2 and Scope 3 increased by 2% and 27%, respectively.



## PRODUCT LIFE CYCLE

**Bianchi Industry** is engaged in a course of research and development that is focusing on the Product Life Cycle, an analysis that makes it possible to assess the environmental impact of products along all phases of their life cycle. The data and the information gathered enable addressing

in a manner more precise the R&D work and identify the necessary actions to improve the life cycle of their products, starting from the materials they are made of, to energy consumption, the duration of the use phase until the disposal.

The steps of this activity and analysis are:

### MODULAR DESIGN

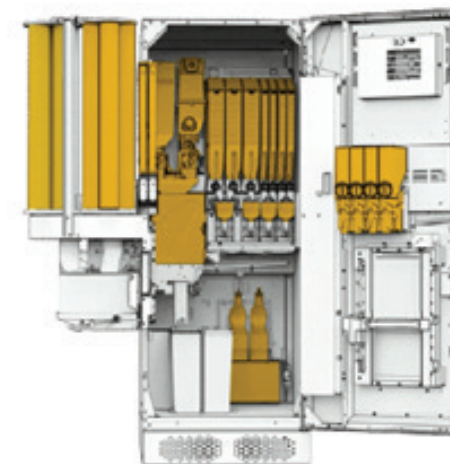
The first is the proposal of new generation machines, modular and upgradeable, with a potentially longer life so that they can evolve over time according to consumer demands and to the latest market trends.

### JUST what you NEED

The second is the optimization of hardware components, according to a logic that offers customers the opportunity to create and configure their own customized machine, only with the elements they actually need to respond to consumer needs.

### STREAMLINING of the components

The third guideline is the interchangeability of the components themselves, common to many machines in the **Bianchi Industry** range, aimed at reducing the number of components in stock and improving supply efficiency.



Even during their life path, **Bianchi Industry** distributors are committed to sustainability.

First of all, from the point of view of efficiency, with increasingly reduced energy consumption thanks to the implementation of the latest generation technologies.

In addition, **they are compatible with paper cups and wooden pallets** and have been equipped with the mug kit, which allows you to use your own cup instead of disposable cups and the **energy saving mode kit** to put the boiler on standby when the machine is not in operation and reduce energy consumption.

Regarding the end-of-life of products, **Bianchi Industry** is a participant in eco-organisations within the context of the WEEE directive for the collection, recycling, and recovery of waste electrical and electronic equipment.

All **Bianchi Industry** machines comply with the RoHS 2 directive and therefore fully respect the limits allowed by law for the use of harmful substances.

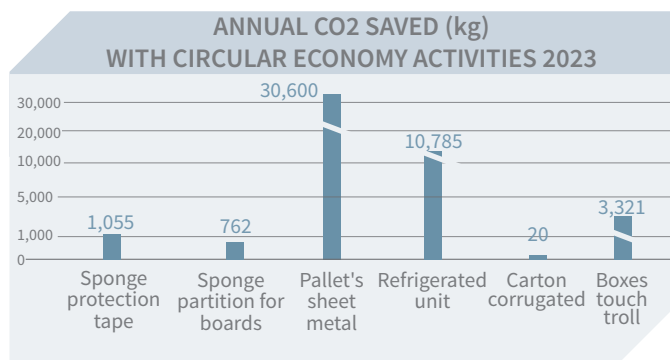
## CIRCULAR ECONOMY

**Bianchi Industry** strongly believes in the concept of circular economy, considering it a fundamental business model, sustainable for the Planet and able to guarantee a future for the Company. The objectives that the Company has set itself in this context are to minimize waste, to use recycled and recyclable materials as much as possible and to identify ecological alternatives to the most polluting materials such as plastic.

The Company is conducting an internal study to identify improvements that can increase the percentage of waste material reused or disposed of in a sustainable manner. In parallel, a study is also underway aimed at evaluating more sustainable alternatives to the plastics that are currently used. Still in terms of ecological materials, in 2023 the Company made the transition from virgin polystyrene to one with 40% regenerated material for its packaging and is considering including recycled bags.

In addition, there are a series of circular economy activities that allow Bianchi to save annual CO2 emissions, described as follows:

- Return to the supplier and consequent reuse of **cardboard boxes** for the packaging of touch screens and corrugated cardboard (used as a partition for products, drawers etc.)
- Return to suppliers and consequent reuse of **wooden pallets** used by them for the transport of products
- Return of **dividing sponges** to suppliers to guarantee the quality of the boards
- Reconditioning (until the end of life) of the **adhesive** sponge used to avoid ruining the painted aesthetic covers



In 2023 **Bianchi Industry** joined RI Vending, a circular economy program dedicated to the recovery and recycling of plastic cups and pallets (PS) and pet bottles for vending machines. Inside the Company, workstations dedicated to the recovery of this waste have been installed, which make it possible to simplify and make efficient the material

recycling process. In fact, a plastic of the highest quality and value is recovered upstream of the process, avoiding the expensive and dispersive steps of separation from other plastics, and forced industrial washing; in addition to raising awareness among all employees about the correct disposal of single-use plastic.



# PEOPLE







260 PEOPLE  
BETWEEN BERGAMO  
AND LATINA

4.192 TRAINING HOURS  
WHICH 79% NOT MANDATORY

40 HOURS OF TRAINING  
DEDICATED TO  
SUSTAINABILITY

Welfare Plan  
dedicated

100% contract  
unlimited time period

BIANCHI INDUSTRY HAS ALWAYS RECOGNIZED THE IMPORTANCE AND THE CENTRALITY OF THE PEOPLE WHO WORK WITHIN THE COMPANY AND WHO REPRESENT THE ENGINE OF THE COMPANY'S ACTIVITIES.

The Company is constantly committed to respecting the rights with particular attention to safety, health in the workplace, professional development, training, and the use of welfare programs, as well as respect for equal opportunities.



## EMPLOYMENT

**Bianchi Industry** has a system of internal procedures, contained in the Quality Manual, which allows the proper functioning and continuous improvement of the activities. All these procedures are subject to periodic checks by ISO Certification Bodies and are updated promptly if regulatory, operational changes or new organisational choices make it necessary.

Each person working in **Bianchi Industry** can access a folder containing useful information for the worker on different areas of company life, such as the CCNL, the materials used for training, company policies and the disciplinary code. The most important documents are also replicated on the Zucchetti portal, where employees receive the pay slip.

In particular, in 2022 a Safety Committee was established, composed of the RSPP, the DDL, the Operational Management, the Production Manager and possibly other support figures, with a first objective of preparing a streamlined and effective process for safety notifications, ensuring that all problems are taken into account by the right interlocutors and can be effectively resolved in a short time. In this sense, in the spring of 2023, the RSPP and the Supervisors held a series of meetings involving over 100 workers.

There is also a project to periodically and constantly meet workers and to create training/information videos to be projected on the screens in the company refreshment areas, in order to allow all workers to be constantly updated.

The long-term goal is to develop safety leadership in the company, that is, a set of skills that allow the safety leader to guide, empower and train others, so that they put safety at the centre of their activities and choices.

In a holistic vision of the company, a safety leadership project aims to promote transformational learning, with the aim of creating personal awareness that leads to improving the company's own performance, creating shared value.

The selection of personnel takes place with respect for equal opportunities and non-discrimination.

The insertion into the company takes place through the application of a metalworking CCNL. Employment contracts are almost entirely open-ended.

The data below refer to the production sites in Bergamo and Latina and refer to the people hired under contract by **Bianchi Industry** as at 31/12 of the reference year.

CONTRACTUAL FORMS						
	2021		2022		2023	
Gender	F	M	F	M	F	M
<b>total employees</b>	<b>57</b>	<b>199</b>	<b>54</b>	<b>186</b>	<b>71</b>	<b>189</b>
permanent employees	57	193	53	186	71	189
of which part time	15	6	16	6	18	6
fixed-term employees	0	0	1	0	0	0
of which part-time	0	0	0	0	0	0

**Bianchi Industry** confirmed in the three-year period its willingness to hire with permanent contracts to ensure stability.

The number of protected categories present in the company is in line with the provisions of the legislation and is also guaranteed thanks to external companies, which also provide support to understand what the best placements for personnel with greater difficulties could be, as well as to develop projects created ad hoc.



## COMPOSITION AND DISTRIBUTION OF PERSONNEL

**Bianchi Industry** pays constant attention to inclusion and equal opportunities in all phases of the evolutionary cycle of its Human Resources.

It should be noted that for the three-year period 2021-2023 it has not been brought to the attention of **Bianchi Industry** any incidents of discrimination.

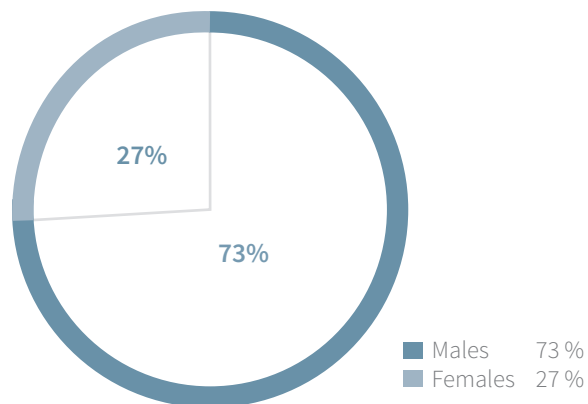
Freedom of association and collective bargaining complies with current legislation.

### DISTRIBUTION OF EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER

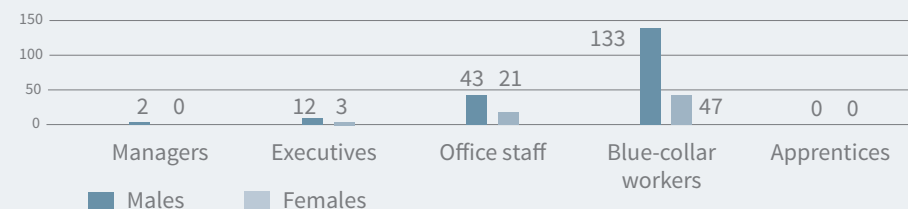
Gender	2021			2022			2023		
	M	F	Total	M	F	Total	M	F	Total
managers	4	0	4	3	0	3	2	0	2
executives	10	3	13	13	3	16	12	3	15
clerical staff	52	23	75	44	21	65	43	21	64
workers	133	31	164	126	30	156	132	47	179
apprentices	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>199</b>	<b>57</b>	<b>256</b>	<b>186</b>	<b>54</b>	<b>240</b>	<b>189</b>	<b>71</b>	<b>260</b>

In 2023, female employment registered an increase compared to previous years, reaching 27%.

### SUBDIVISION BY GENDER 2023

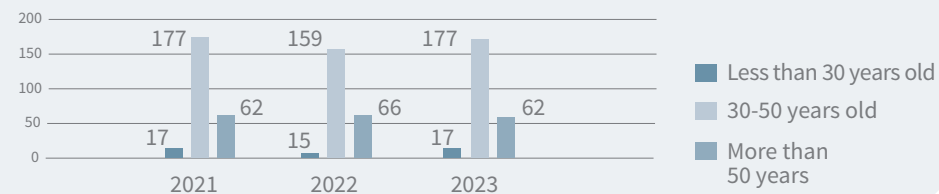


### SUBDIVISION BY CATEGORIES 2023



There is a representation of women in the three main professional categories.

### BREAKDOWN BY AGE THREE-YEAR PERIOD



In the three-year period, the most represented age group is 30-50 years old.

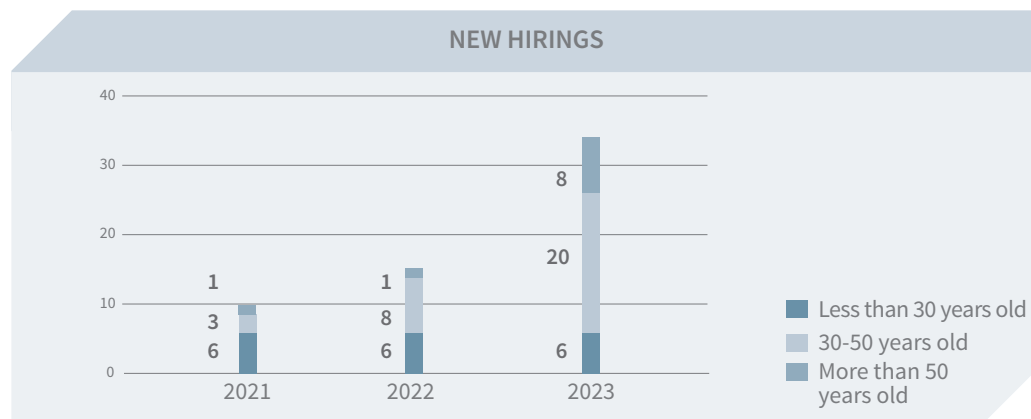
The collaboration of **Bianchi Industry** with the MSW, respecting each other's roles, has always had positive results. In addition to the aforementioned agreements (Company Supplement and Agreement on solidarity measures) it is important to note that in recent years, at the most critical moments, there has never been a reduction in staff, preferring to use temporary instruments such as the Cassa Integration Guadagni or the Solidarity Contract (CdS). In particular, the periodic meetings foreseen by the CdS have been transformed into recurring meeting opportunities for additional insights, such as the outcomes of the Survey or other critical issues highlighted by workers.

## INCOMING TURN OVER

The turnover rate was calculated on the total number of employees as of 31 December of each year. The trend over the three-year period shows a steady increase in incoming turnover, in particular the increase in 2023 is due to the internalisation of the pre-assembly department, which was previously contracted out to an external cooperative. The increase in staff has involved more women, this is a demonstration of **Bianchi Industry's** willingness to increase the number of women in its workforce. New recruitments are mainly concentrated in the 30-50 bracket.

INCOMING TURNOVER			
	Employees	Hired	Turn over
2021	256	10	3,91 %
2022	240	15	6,25 %
2023	260	34	13,08 %

INCOMING TURNOVER BY GENDER			
	2021	2022	2023
Males	3,13 %	5,42 %	5,77 %
Females	0,78 %	0,83 %	7,31 %



## OUTGOING TURN OVER

The outgoing turnover rate averages 7% and is mainly due to retirements. The greater data of 2022 is partly due to internal reorganisation and the reopening of the market after the pandemic, which led to the mobility of more operational figures. In addition, at **Bianchi Industry**, the solidarity contract was still in place and therefore no personnel could be placed in the affected departments.

OUTGOING TURNOVER			
	Employees	Ceased	Turn over
2021	256	19	7,42 %
2022	240	31	12,92 %
2023	260	17	6,54 %

OUTGOING TURNOVER BY GENDER			
	2021	2022	2023
Males	6,25 %	12,08 %	5,38 %
Females	1,17 %	3,33 %	2 %



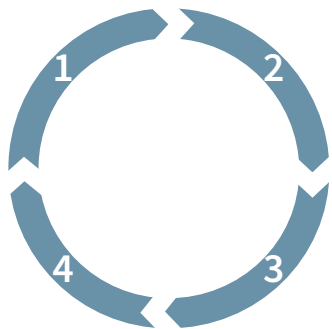
# EDUCATION

**Bianchi Industry** believes in training not only to allow employees to have the knowledge and skills to perform their duties properly, but above all as a long-term investment that can generate value over time.

Through training, the approach of each person within the company is enhanced, not only from the point of view of technical skills, but also by contributing to the dissemination of company culture.

At **Bianchi Industry**, training begins immediately with recruitment and continues throughout working life, each person has their own training booklet and the training cycle is managed by a precise procedure.

## THE TRAINING CYCLE



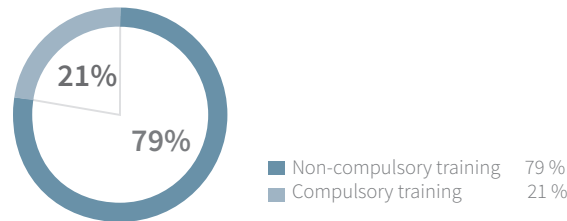
- 1 Business requirements analysis
- 2 Planning of training
- 3 Delivery of training
- 4 Monitoring of training

In 2023, 4,192 hours of training were carried out, of which 79% of non-compulsory training.

## TRAINING HOUR

	2021	2022	2023
Managers	50.5	31.5	88.5
Executives	233	284	277.5
Office staff	1,842.5	2,006.5	2,259.5
Blue-collar workers	1,269	1,368	1,567
<b>Total</b>	<b>3,395</b>	<b>3,690</b>	<b>4,192.5</b>

## TRAINING 2023



The non-compulsory training courses of 2023 were both technical courses, but also courses aimed at developing and strengthening soft skills, such as the Leadership and Time Management path.

To these was added a 40-hour training course entirely dedicated to Sustainability. The course included several courses aimed at both the sustainability manager and human resources, but also at those responsible for the technical, commercial, operation and management control areas, precisely to further disseminate the culture of sustainability in the company.

Newly recruited employees receive a ‘welcome packet’ with all the main information about the company, rules of conduct and requirements to be followed, and a customised ‘induction plan’ detailing the courses/coaching to be conducted in order to learn the appropriate product information and company processes.

For any job, even a clerical one, there is a coaching in production that can show the company's products in a practical and concrete way. The evaluation of training and the development of training needs is conducted at least once a year, by means of evaluation forms and interviews with the head of function.

In addition to traditional classroom and online training, **Bianchi Industry** offers on-the-job training, such as ‘training breaks’, from a Confindustria project: courses based on the active involvement of workers aimed at continuous improvement of health and safety in the workplace.

In order to constantly improve the efficiency and effectiveness of all training activities, **Bianchi Industry** monitors the results achieved through individual performance appraisals, which are conducted annually and provide a valuable employee engagement opportunity to provide motivational and developmental feedback. It is also used as a tool to highlight possible areas for improvement and the consequent actions to be taken in terms of training and growth plans.

Specifically, all people working in offices are subject to evaluation; in production instead, all first lines are evaluated.

In 2023, for the Bergamo site, of the 93 people identified for the assessment, not all could be assessed as they lack the company seniority necessary to obtain reliable assessments.

In 2023 the assessment was conducted on 77% of the people. In line with the indications adopted by the Company in the field of sustainability, it was decided to administer the questionnaire in digital form through Microsoft Forms.

In addition, the audience to whom the evaluation was administered was enlarged, thus reaching operational departments that were not previously involved. Motivational and developmental feedback meetings were also held involving all workers at the Verdellino site.

The goal for 2024 is to further expand the audience.

**Bianchi Industry**, thanks to its collaborations with specialised postgraduate training institutes and the Universities of Bergamo and Milan, also often activates internships, especially for the most strategic roles, and these internships often result in employment. Fundamental to **Bianchi Industry** is its participation in Career Day initiatives and exhibitions and the SME day organised by Confindustria.

## HEALTH AND SAFETY

As anticipated at the beginning of the chapter, the protection of the health and safety of all people who conduct activities at the Company's premises is an essential principle and this is demonstrated by the establishment of the Safety Committee in 2022.

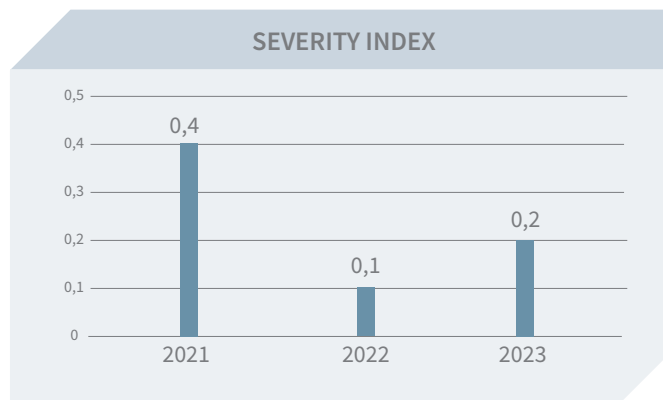
In compliance with the regulations on health and safety in the workplace (provided for by Legislative Decree 81/2008 and 106/2009) Bianchi Industry conducts a careful risk assessment, reported in the existing DVR, and has developed a specific plan to fulfil the safety training obligations, provided for by the legislation.

Following the risk assessment, in fact, a precise prevention and protection plan is implemented with the aim of eliminating, or at least reducing, the likelihood of dangerous situations.

The assessment of specific risks is conducted internally or by consultants and external companies' expert in the specific field and is carried out regularly as required by law. Reports of hazards and near misses (almost accidents) are made by the Persons in Charge by filling in a special form, which is sent to the RSPP and the DDL via a specially created e-mail box.

With regard to the accident indices\*, the frequency index increased slightly over the three-year period, mainly related to the total recovery of production activities. The 2023 index is determined by an increase in the number of accidents, 5 compared to 3 in 2021 and 2022, none of which were defined as "serious consequences".

The severity index\*\*, which considers the number of working days lost and the number of hours worked, is down 50% compared to 2021.



**Bianchi Industry**, moreover, with the aim of promoting workers' health, has set up a Joint Working Group that meets when necessary to assess situations for which solidarity measures should be taken.

Among the possible interventions provided for by the agreement are:

- Solidarity Hours Bank (to support the serious health needs of the worker, or to allow the worker to assist a family member)
- monetization of permits (as economic support)
- activation of a Solidarity Fund linked to specific needs.

Company permits are also added to conduct medical examinations of staff during working hours.

In the last three years, no occupational diseases have been recorded, that is, the diseases reported to the institutions and contested by the company because it is believed that they originate from causes related to the performance of the work.



\* The accident frequency index is calculated as the ratio of the total number of recordable accidents to the number of hours worked in the same period, multiplied by 1,000,000.

\*\* The severity index is calculated as the ratio of the number of days lost to the number of hours worked, multiplied by 1,000.

# BENEFITS AND WELFARE

Benefits are available to all employees, part-time and full-time, there is no distinction. The health coverage and the benefit/welfare plan are those provided for in the metalworking CCNL.

In addition, level II bargaining has given rise to a series of advantages for workers, which are in addition to what is already provided for by the CCNL, such as:

- two days of paid leave in addition to what is already provided for by law, granted to the father worker on the occasion of the birth of a child
- permits for medical examinations
- three additional days for mourning events
- canteen for all workers who work more than 6 hours a day

The result bonus can optionally be converted into welfare on the platform, at the request of the employee. Other interventions implemented by the General Management and present in the "Time for change" project are added, such as welfare vouchers to reward company seniority or the birth of children.

In 2018, the Company conducted a survey to assess interest in the welfare theme and following the results, a plan was established, delivered through the Pellegrini platform, and a dedicated desk.

The attention of **Bianchi Industry** towards its employees is also manifested in the activation of conventions that look at the private sphere of the worker: for example, the agreement with Studio Buzzanca in Bergamo has allowed employees, over the last few years, to avail themselves of the support of valid professionals in the presentation of annual tax returns directly in company spaces during working hours. On this occasion, the Company pays part of the fee due to the Firm, contributing significantly to reducing the worker's expenses.

## The goal for the beginning of 2024 is to achieve a digital newsletter, published on the Zucchetti portal and conveyed on the videos present in production areas, with a central focus on sustainability projects.



- More information on the news of our distributors.
- Sharing of experiences made during the Fairs in which we participate.
- Sharing of the final destination of our products.



- Sustainability projects



- New Welfare/conventions.
- Sharing of personal events: birth of children, weddings, anniversaries.
- Social activity and volunteering that employees wish to tell. Department interviews.



## COMMUNITY AND TERRITORY

For **Bianchi Industry** part of a territory means not only coexisting with the reference community, but also working with proactive actions to improve the territory itself and support the community.

**Bianchi Industry's** focus in particular is on social responsibility activities that focus on the child and their needs, specifically health and education needs.

For this reason **Bianchi Industry** has been donating liberal donations to:

- DIMEC, Department of Medicine and Surgery of the University of Bologna, for the research activity of Prof. Cordelli, specialising in child neuropsychiatry, in the field of rare neurological/neurogenetic diseases and forms of iatrogenic neurotoxicity in children treated for blood-oncological diseases
- Project Mama Anakuja Onlus, a house in Kenya, offering shelter to orphaned children and children with rare diseases

In the last three years, **Bianchi Industry** has provided liberal donations also on specific occasions such as:

- The emergency in Ukraine
- Participation in the purchase of a vehicle for the transport of disadvantaged and elderly people in the Municipality of Verdellino
- Donation in favour of the Parish of the Nativity of Grone (BG)
- Sponsorship of the Fratelli Giorgi cycling group with the Brasilia brand. A successful partnership is with the cycling team "Team Fratelli Giorgi", sponsored by Brasilia since 2017. It is the demonstration of how Brasilia shares the values of sport, and in particular that "culture" of the world of cycling transmitted to all sectors of **Bianchi Industry** by the late Angelo Trapletti, founder of Chiorda Bicilette in the early 1960s and a long-time leading figure of Italian cycling



# INDEX TABLE GRI

GRI Standard	Description	Document section
<b>GENERAL INFORMATION</b>		
<b>GRI 2</b> 2021 General Disclosures	2-1 Organizational details	Methodology introduction
	2-2 Entities included in the organization's sustainability reporting	Methodology introduction
	2-3 Reporting period, frequency and contact point	Methodology introduction
	2-4 Information review	This is the company's first report
	2-5 External assurance	No external assurance has been made
	2-6 Activities, value chain and other business relations	Bianchi Industry- who we are; what we do
	2-7 Employees	People - Employment
	2-8 non-employees	People - Employment
	2-9 Governance structure and composition	Governance - organizational structure
	2-10 Nomination and selection of the highest governing body	Governance - organizational structure
	Chairman of the highest governance body	Governance - organizational structure
	2-12 Role of the highest governing body in overseeing the management of impacts	Governance - organizational structure
	2-13 Delegation of responsibility for managing impacts	Governance - organizational structure
	2-14 Role of the highest governing body in the sustainability report	Governance - organizational structure
	2-15 Conflicts of interest	Governance - economic dimension
	2-16 Communication of critical concerns	Bianchi Industry - management system
	2-22 Declaration on the sustainable development strategy	Letter to stakeholders
	2-23 Policy commitments	Sustainability for Bianchi
	2-24 Integration in terms of policy commitments	Sustainability for Bianchi
	2-25 Processes to counteract negative impacts	Sustainability for Bianchi - impact analysis
2-26 Mechanisms for seeking advice and raising concerns	Bianchi Industry - management system	
2-27 Compliance with laws and regulations	No significant cases of non-compliance with laws were reported during 2023. and regulations, nor significant monetary penalties paid by the Company	
2-28 Membership associations	Governance - Associations	
2-29 Approach to stakeholder engagement	The sustainability of Bianchi - stakeholders	
2-30 Collective Contracts	People - Composition and Distribution of employee	

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GRI Standard	Description	Document section
<b>ECONOMIC IMPACTS</b>		
<b>GRI 3</b> - Material Issues 2021	3-3 Management of material issues	Governance - economic dimension
<b>GRI 201</b> - Economic performance 2016	201-1 Direct economic value generated and distributed	Governance - economic dimension
<b>GRI 203</b> - Economic impacts 2016	203-1 Infrastructure investments and supported services	Governance - economic dimension
	203-2 Significant indirect economic impacts	
<b>GRI 204</b> - Procurement Practices 2016	204-1 Proportion of expenditure executed to the Favour of Local Suppliers	Governance - the suppliers
<b>GRI 205</b> - Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	During the reporting period, there were no confirmed incidents of corruption, and no legal actions were brought relating to anti-competitive behaviour, trust activities and monopolistic practices
<b>GRI 206</b> - Anti-competitive behaviour 2016	206-1 Legal actions relating to anti-competitive behaviour, trust activities and monopolistic practices	During the reporting period, there were no confirmed incidents of corruption, and no legal actions were brought relating to.
<b>ENVIRONMENTAL IMPACTS</b>		
SUSTAINABLE SUPPLY CHAIN MANAGEMENT		
<b>GRI 3</b> - Material Issues 2021	3-3 Management of material issues	The environment
<b>GRI 301</b> - Materials 2016	301-1 Materials used by weight or volume	Environment - materials and consumption
	301-2 Recycled input materials used	Environment - materials and consumption; circular economy
	301-3 Recovered products and related packaging materials	Environment - materials and consumption; circular economy
<b>GRI 308</b> - 2016 Supplier Environmental Assessment	203-1 New suppliers that were screened using environmental criteria	Environment; circular economy

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GRI Standard	Description	Document section
<b>ENVIRONMENTAL IMPACTS</b>		
GENERATION OF CLIMATE-ALTERING EMISSIONS		
<b>GRI 3</b> - Material Issues 2021	3-3 Management of material issues	The environment
<b>GRI 302</b> - Energy 2016	302-2 Energy consumption outside the organisation	Environment - materials and consumption; emissions
	302-4 Reducing energy consumption	Environment - materials and consumption; emissions
	302-5 Reduction of energy requirements of products and services	Environment - Product Life Cycle
<b>GRI 305</b> - Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	The environment - emissions
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	The environment - emissions
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	The environment - emissions
	305-4 Intensity of greenhouse gas (GHG) emissions	The environment - emissions
	305-5 Reduction of greenhouse gas (GHG) emissions	The environment - emissions
	305-6 Emissions of ozone-depleting substances (ODS)	The environment - emissions
	305-7 Nitrogen oxides (NOx), sulphur oxides (Sox) and other relevant air emissions	The environment - emissions
WASTE GENERATION AND MANAGEMENT		
<b>GRI 3</b> - Material Issues 2021	3-3 Management of material issues	Environment - waste
<b>GRI 306</b> - Waste 2020	306-1 Waste generation and waste-related impacts	Environment - waste
	306-2 Management of waste-related impacts	Environment - waste
	306-3 Waste generated	Environment - waste
	306-4 Waste not delivered to landfill	Environment - waste
	306-5 Waste delivered to landfill	Environment - waste

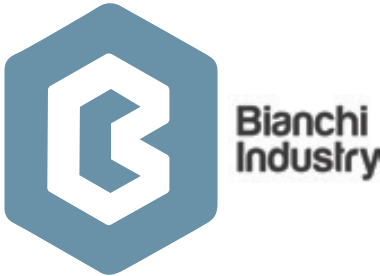
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GRI Standard	Description	Document section
<b>SOCIAL IMPACTS - HUMAN RESOURCES</b>		
TALENT ATTRACTION AND RETENTION		
<b>GRI 3</b> - Material Issues 2021	3-3 Management of material issues	People
<b>GRI 401</b> - Employment 2016	401-1 Recruitment of new employees and turnover of employees	People - Employment; Composition and distribution of personnel
<b>GRI 404</b> - Training and education 2016	404-1 Average hours of training per year per employee	People - training
	404-2 Programs for upgrading employee skills and transition assistance programs	People - training
	404-3 Percentage of employees who periodically receive evaluations of their performance and professional development	People - Employment; Composition and distribution of personnel
MANAGEMENT OF WORKERS		
<b>GRI 403</b> - Health and Safety at Work 2018	403-1 Occupational health and safety management system	People - health and safety
	403-2 Hazard identification, risk assessment and accident investigation	People - health and safety
	403-3 Occupational health services	People - health and safety
	403-4 Worker participation and consultation on occupational health and safety programmes and related communication	People - health and safety
	403-5 Occupational health and safety training for workers	People - training
	403-6 Promotion of worker health	People - health and safety; welfare and benefits
	403-9 Work-related injuries	People - health and safety
	403-10 Occupational illness	In the last three years, no occupational diseases have been recorded

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GRI Standard	Description	Document section
<b>SOCIAL IMPACTS - HUMAN RESOURCES</b>		
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<b>GRI 405</b> - Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	People - Employment; Composition and distribution of personnel
	405-2 Ratio between basic salary and salary of women compared to men	People - Employment; Composition and distribution of personnel
<b>GRI 406</b> - Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination in the workplace were reported during the reporting period
<b>COMPANY'S COMMITMENT TO SUSTAINABLE DEVELOPMENT</b>		
<b>GRI 413</b> - Local Communities 2016	413-2 Operations with significant actual and potential impacts on local communities	People - Community
CUSTOMERS AND CONSUMERS		
<b>GRI 416</b> - Customer Health and Safety 2016	416-1 Assessment of impacts on health and the safety of product and service categories	Governance -management systems
<b>GRI 417</b> - Marketing and Labelling 2016	417-1 Labelling requirements and information on products and services	Bianchi Industry - what we do Governance management systems
<b>GRI 418</b> - Customer Privacy 2016	418-1 Founded complaints regarding breaches of customer privacy and loss of customer data	Governance -management systems

# SUSTAINABILITY REPORT 2023



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